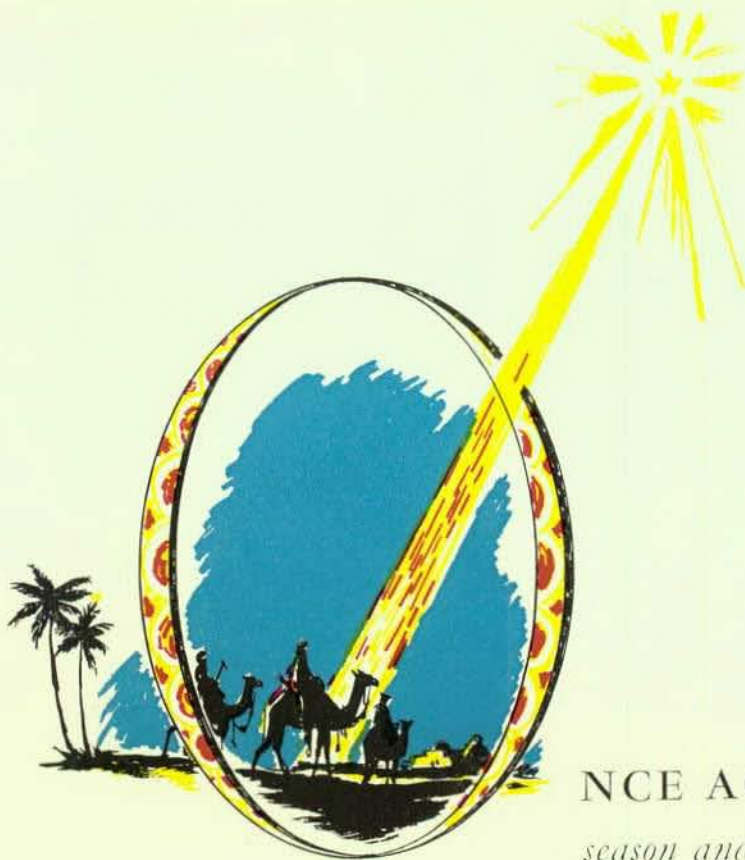


The ELECTRICAL WORKERS' Journal

DECEMBER 1950





ONCE AGAIN *it is the Christmas season and once again mankind renews faith and finds hope in the fountain of the Christmas Story—and that peace and good will which all men long for, come a little nearer to us all.*

It is our sincere wish for every family in our Brotherhood that all will find new courage and determination to strengthen them in these troubled times. Our wish for you too, is that you may find true peace in your own lives and enjoy to the fullest a joyful holiday season.

Sincerely,

D. W. Bracy

International President

J. Scott Milne

International Secretary



The ELECTRICAL WORKERS' Journal

OFFICIAL PUBLICATION OF THE INTERNATIONAL BROTHERHOOD



OF ELECTRICAL WORKERS★

Volume 49, No. 12

December, 1950

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I. B. E. W.

Maps Program of Progress

Hurricane and Harmony Mark Convention

ONE Union—One Brotherhood—We Go Forward Together! That was the theme of our Twenty-Fourth Convention just concluded in Miami and not even a hurricane could mar the spirit of harmony and progress that characterized our meet there. While the 2,647 delegates representing the largest convention in our history worked together in a true spirit of Brotherhood and cooperation, the elements were anything but friendly and we venture to say in years to come, our Twenty-Fourth Convention will ever be spoken of as the "Convention of the Big Wind" or the "Hurricane Convention."

Brothers, we had a lot of delegates present at our convention and we know they have brought the report back to you concerning

all that transpired in that memorable three-day meeting, but we feel that every action, every detail of that meeting is of interest to you, so we are attempting to bring to you here in picture and story as full an account of what went on as space will allow.

Mammoth Hall

To start from the beginning, the convention was held at the huge Dinner Key Auditorium. This is a mammoth hall, originally two Navy blimp hangers, it was converted into one huge convention auditorium. A big barn of a place, unless you saw the "before and after," you couldn't know what a good job the decorators did to make an attractive meeting place for us. Drapes in blue and gray were hung

from ceiling to floor and colorfully decorated at evenly spaced intervals with the flags of the United States and Canada and our emblem in full color. A huge elevated stage was erected at one end of the auditorium and was beautifully draped and decorated with palms. The background of this stage featured the Brotherhood emblem 12 feet in diameter and across the top of the stage ran our Convention motto—"One Union—One Brotherhood—We Go Forward Together!"

It was indeed a fitting setting for the biggest convention in our history and on Monday morning, October 16 at 10 o'clock, a mighty organ rolled forth the stirring strains of our "Star-Spangled Banner" and the Canadian National Anthem, and it was a truly in-



spiring sight to see more than 3500 delegates and visitors rise and with a mighty voice pay tribute to the countries that represent a bulwark of democracy in a world beset by evils of totalitarianism.

The convention was opened by Frank G. Roche, chairman of the Convention Committee and president of L. U. No. 349 and the Florida Federation of Labor.

Temporary Chairman Roche presented Father John J. Druhan, S.J. who asked God's blessing on the deliberations of the Convention.

Greetings From Ching

Brother Roche next introduced Mr. William McAllister, U. S. Commissioner of Labor, who brought greetings from Cyrus Ching, national director and W. S. Pierce, regional director of the Federal Mediation and Conciliation Service, and offered the assistance of his whole department to the Electrical Workers in any problems which they might have.

Next the Honorable William Wolfarth, mayor of Miami, addressed the session briefly, saying that the Miami city fathers considered it a great honor to have our convention come to Miami. He paid a fine tribute to our organization when he said, "I know you have been concerned with not only the betterment of the members of

Above: Some of the hundreds of convention delegates are shown as they registered at conclave headquarters in the McAllister.

Right: Miami Mayor William Wolfarth welcomes delegates to his fabulous metropolis.

Below: E. M. Williams of Local Union 1 welcomes a canine visitor who wandered about the Convention floor.





Above: This scene was duplicated many times during convention as delegates arose to give rousing ovations to the many talented and vigorous orators who appeared before the attending delegates.



Left: Frank G. Roche, who served as chairman of the convention committee, tells delegates of arrangements.

Below: The head table of the ladies' luncheon, held in connection with fashion show, was one in itself.



the Brotherhood, but also with the betterment of your fellow man and doing the best possible job in the rendering of top-notch service."

Teamwork Lauded

Following Mayor Wolfarth, City Manager Chelsea Senerchia extended greetings to all our members. He was followed by Mr. McGregor Smith, president of the Florida Power and Light Company. Mr. Smith gave a live interesting address on the growth of Miami and her corresponding power growth. He spoke of the good labor-management relations existing in Florida and said he felt miracles could be accomplished under the American free-management system with teamwork. Mr. Smith paid high tribute to the integrity of our representatives and organizers when he said, "I have always found the leaders representing you on your side of the table to be just as sincere and honest as the men sitting on the other side of the table. I want you to know, gentlemen, that I have just as much confidence in the vice president representing this region as I have in any one of our six vice presidents."

Another impressive part of Mr. Smith's speech came when he quoted an Admiral speaking of the performance of the company and



Above: Partial view of the convention auditorium as delegates applauded.

Right: Delegates mill about in lobby of McAllister. Note IBEW emblems.

our members during the war. He quoted the Admiral as saying:

"You delivered—each and every one of you—from the executives in the front office to the men who climb the poles. Where we called for power, we got power and not—thank God—alibis."

Versatile McGregor Smith concluded his part on the program with a lively harmonica rendition of "Swanee River," which was much enjoyed by the delegates.

Other Speakers

Other persons who spoke briefly at the opening session were Dr. J. T. Wilson, superintendent of Dade County Board of Public Instruction, James Sullivan, sheriff of Dade County, and E. L. Thayer, of the International Typographical Union. At the conclusion of their interesting remarks, Temporary Chairman Frank Roche turned the chair over to International President D. W. Tracy, who gave a stirring keynote address. In his address President Tracy emphasized many points which he had presented in his report to the convention. Because we feel that





Above: The Rev. John J. Druhan, S. J., delivering the first convention invocation.

Three generations of members were represented at the convention. At above left, Vice President Barker is presenting a 50-year pin to Brother Harry G. Fox. At left, Brother Barker obligates James N. Fox, while his father, son of Harry G. Fox, watches the ceremonies.

Below: Convention delegates watch the increasing winds from outside the convention hall, as hurricane gains force.





Above: William McAllister, U.S. Commissioner of Labor, addresses meet.



Above right: A newspaper photographer snaps Secretary Milne and President Tracy in huddle at rostrum.

Right: These delegates came from far-away, cold Alaska to attend convention in balmy, tropical city of Miami.



Below: Members of the important committee on resolutions, these delegates helped make numerous decisions.





OFFICE STAFF

Handles Convention Details

Above: Mrs. Alvera Archibald types a convention report in the temporary office.



Above: Mrs. Else Burgess, who is supervisor of the bookkeeping department, exhibits case holding mileage checks.

Below: Doris Froman and Helen La Bille pass out copies of the Journal on last day of twenty fourth convention.



Above: Last day's convention proceedings are mailed by I. B. E. W. staff to the delegates.

Left: View of temporary offices on the mezzanine of McAllister.

Below: Marian Michalic sorts voucher slips after the big "pay-off."





Checking the roll call of delegates for the printer are (left to right) Mrs. Dorothy Cherry, Secretary J. Scott Milne and Miss Bernadine Quinn.



Research Director William W. Robbins checks credentials.



Above: Howard Wright of I. O. gives last mileage check to Robert MacGregor.



Above: Rita Harden pins badge on Charlie Paulsen, L.U. 134, while Don Fancey does the same for Gerry Strauch, Alaskan delegate.

Right: Miss Marie Bryce does last-minute convention typing for President Tracy.

Below: Miss Mae Bowe gives tips on Miami sight-seeing.



Below: Secretary Milne checks names for delegate badges with Rita Harden. Staff kept the convention's business going very smoothly.





The International Executive Council Report Committee adjourned the business at hand to have a photograph taken on the final day of the convention's session.



President Tracy's report and that of the International Secretary, have vital information of interest to every member of our Brotherhood, we are printing them for you here in full in our JOURNAL. We are also bringing you in their entirety several of the informative addresses delivered at our convention.

Some of the highlights of Pres-

Left: City Manager Chelsea Senerchia gave delegates a grand welcome.

Below: International Vice President Oscar Harbak, President Tracy, Secretary Milne pose with the delegation from Hawaii, attired in costume.



ident Tracy's address may be summarized briefly: "Labor will give unstinting cooperation in the preservation of our Government. The defense effort will be made more effective, however, if the oppressive anti-labor laws now on the Federal and State statute books are removed." President Tracy also stressed: "This is not the time for private wars between management and labor. The road must be opened to full cooperation. The Taft-Hartley Act and the little Taft-Hartley Acts of the States are blocks in that road of cooperation and they must be lifted quickly and sincerely."

Unity Seen

Another encouraging note stressed in his address centered on: "Labor is closer to unity in this country today than it has ever been in the past. The members of organized labor and their leaders are eager for unity, and I am hopeful that our efforts will be crowned with ultimate success. Some of the important strides made by our Brotherhood in the two years since our last Convention may be condensed thus: "The over-all advance in organization by the Brotherhood is demonstrated by the increase in our membership which amounts to a 20 percent rise in the last two years. . . . Exclusive bargaining rights have been won on the properties of many large companies in the electric light and power field; also in the field of manufacturing electrical equipment, including equipment for telephone communications. . . . Local unions of the I.B. E.W. now have agreements with more than 700 radio stations and 60 television stations and more than 50 percent of the technicians and engineers in the radio broadcasting and television industry are organized under the Brotherhood's banner." President Tracy stressed further that "Great gains have also been made on the political front and in the field of legislation."

At the opening of the first day's afternoon session, President Tracy read a special message to our Twenty-Fourth Convention from



President Truman. We quote it here for you:

"Dear Mr. Tracy:

Thank you for your cordial invitation to address the 24th Biennial Convention of the International Brotherhood of Electrical Workers. I am sorry to say it will be impossible for me to do so because of the pressure of official business here in Washington. However, I wish you would extend my hearty greetings to the officers, delegates and members in attendance and my best wishes for a successful and constructive meeting in the interest of your members and all the industries and communities they serve.

"With a greatly stepped up program to protect our nation from aggression threatening our democratic way of life and the destruction of freedom-loving peoples, your union and all other American workers will be called upon to cooperate with other groups to produce needed materials in ever growing quantities. I know they can be depended upon to achieve all necessary goals in the interest and for the welfare of our beloved country.

"Very sincerely yours,
HARRY S. TRUMAN"

Other letters and telegrams were also read including one from the president of the National Electrical Contractors' Association, Edward Vanderlinde. The NECA con-

Above, left: James Lance, secretary of Law Committee, reading the report.

Above, right: One of the ovations the delegates gave distinguished speakers.

vened in Los Angeles on the same day that our Convention opened in Miami. Mr. Vanderlinde's message was just another expression of the excellent relations which exist between the Brotherhood and our employers in the construction field. Mr. Vanderlinde's message stated in part:

"One of my long standing desires has been to personally thank the Brotherhood and its officers for their help in resolving industry problems.

"Through mutual and wholehearted cooperation on the part of the leaders of the International Brotherhood of Electrical Workers and the National Electrical Contractors' Association, we have set the pace of progress for the entire building industry.

"For thirty years our Council on Industrial Relations has through courtesy, dignity, honesty, and justice been a levelling influence, creating harmony where otherwise only strife would prevail.

"Our Joint Apprentice Training Program has been cited by Federal agencies for its excellency in operation, resulting in the uniform flow of highly skilled men into our industry.

"Our joint approach to the many and varied problems of the



Executive Council Member Broach explains a point to delegates.



McGregor Smith, Florida Power and Light President, played harmonica.



Intense preoccupation with business at hand is displayed by these delegates sitting in the caucus of the Fifth District.

electrical industry with their resultant benefits to employe, employer and the general public are outstanding achievements.

"We look forward with confidence and assurance that our future leadership will progress in its cooperation, commensurate with industry expansion and human requirements."

At the next point of the proceedings the delegates were privileged to witness an interesting and impressive ceremony. Brother Harry G. Fox was presented with his 50-year pin and scroll in the pres-

ence of his son who is a member of the I.B.E.W. and his grandson, who was obligated in the Brotherhood by Vice President Barker immediately following the 50-year presentation ceremonies. The three generations of Electrical Workers received loud applause from the delegation.

Law Committee Reports

The next item on the convention agenda was the report of the Law Committee and the subsequent action taken by the delegates on its recommendation. This part of

our convention work is always of supreme importance and is so handled by the delegates. This work of the convention governs the changes in our Constitution by which all the members of our Brotherhood are governed. It is serious work and is so treated by the delegates. You could have heard a pin drop as Chairman John F. Queeney addressed the convention and called upon Secretary James Lance to begin reading the report.

Within 30 days from the close of the convention, a revised Con-



At left: Charles M. Paulsen, chairman of International Executive Council, addresses the delegates. At right: Secretary Milne and President Tracy, at rostrum, listen as radio broadcast of hurricane warning is delivered over the loudspeaker.



A speaker at the Fourth District caucus receives the applause of those attending as he resumes his seat at convention.

stitution will go to every local union in our Brotherhood, but we summarize for you here some of the *more important* changes affected in our governing medium.

Our "Objects" were amended on recommendation of the International Secretary by substituting wording that would correct the impression that the I.B.E.W. is an organization of skilled electricians only.

Article X, Section 9, 10, and 11, relative to the authority of the International President to levy assessments to replenish the various funds of the International when they fall below certain amounts was deleted.

Pension Plan Discussed

Regarding Article XII which concerns our pension plan, as always, many resolutions for changes in our system were proposed by various local unions. After considerable discussion the convention adopted the recommendation of the International Secretary



The Hawaiian delegation, with trays of miniature orchids, was very popular. Here they are clustered around two of the International Office staff assistants.



Above: Eighth District caucus completely filled meeting hall assigned.



Left: Mrs. D. W. Tracy congratulates Secretary Milne after election.

Below: Caucus of Eleventh District was held on floor of convention.



which provided that all proposals affecting the Pension Fund be referred to the incoming Executive Council for a special study, and that a referendum vote be submitted to the "A" membership not later than August 31, 1951.

Article XIV, Section 9, providing that local unions collecting assessments on overtime shall pay 15 percent of the amount so collected to the International Office, was deleted.

Article XIV Amended

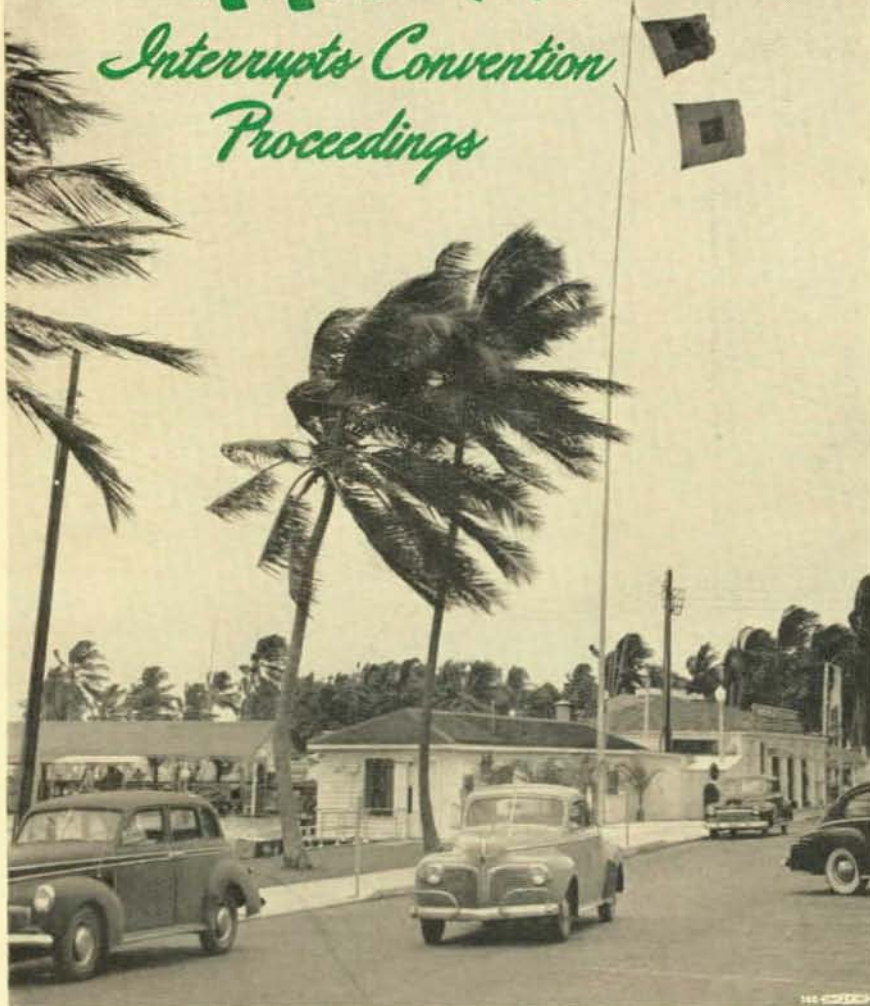
Article XIV was also amended by the addition of a new section to provide for an assessment of 10 cents per month on all "A" members of the Brotherhood except those on pension, to cover cost of maintaining the continuous standing and benefits of all "A" members going into military service.

Article XV, Section 2 was amended to read that "The type of work and the territory or jurisdiction covered by a charter must be defined in approved local union bylaws" rather than in the body of the charter as has been the practice.

In Article XV, Section 8, deletion of the letter "B" was made in the statement, "The I.P. is empowered to charter local unions of 'BA' or 'B' members engaged in the miscellaneous branches of the electrical industry."

HURRICANE

Interrupts Convention Proceedings



Traffic moves cautiously on Miami's waterfront as hurricane flags shudder warnings and palms bow before rising might of blow which recessed conclave.

Article XVII, Section 7 was amended to provide that six copies of construction agreements and all other agreements, five copies, be submitted to the International President instead of in duplicate as previously.

Article XVIII, Sections 9, 12 and 13 were amended to provide that the International President might grant special dispensation to hold nominations, elections and installation of officers in a month other than June if good cause is shown.

Article XVIII, Section 10 was amended by the addition of the word "immediately" in the following sentence, thus: No member is eligible for office "unless he has been a member in continuous good

standing at least two years in the L. U. immediately prior to nominations."

Paragraph Added

In Article XXVII, a new paragraph was added before Section 2, paragraph 16, to read: "It shall not be considered an offense when a L. U. mails out—or posts in a conspicuous place—a sample of the official ballot to be used in any L. U. election. However, the sample shall not carry any markings of any kind—except that the word 'SAMPLE' shall appear prominently across the face of the ballot. The sample shall otherwise be an exact duplicate of the official ballot to be used."

Article XXVIII, Section 7, af-

fecting railroad and pullman workers was amended, by adding the following wording "It is hereby provided, however, that under no circumstances shall they (railroad and pullman Electrical Workers) do any construction or reconstruction work where building trades mechanics are doing work in connection with it, unless by mutual agreement between the International Vice Presidents whose local unions are involved. If these fail to agree, the matter may be referred to the I.P. for decision."

We have given you here a brief summary of the changes in our Constitution. The Law Committee report was interrupted several times, for the speeches of Secretary of Labor Tobin and A. F. of L. President Green (which speeches are set down for you here in their entirety) and for the first day's adjournment.

Continuous Session

On Tuesday afternoon, the convention delegates waived the noon recess and stayed in continuous session until 2:30 when we were forced to adjourn because of the hurricane. We had been warned to clear the auditorium at this time



When hurricanes head inland, everyone goes to work. Here two waiters are erecting cafe's storm shutters.



Angry waves and rushing winds of approaching hurricane lash the shore of Miami's beautiful Bayfront Park before McAllister Hotel, IBEW headquarters.

and urge all delegates to return to their hotel rooms and stay there while the hurricane was in force. In spite of the storm warning, the various district caucuses were held on Tuesday afternoon before the delegates set out for their hotels.

Our delegates are surely very familiar with the events of the next few hours and have probably told the Brothers and Sisters at home all about it.

Hurricane Hits

Our convention adjourned at 2:30 Tuesday afternoon to reconvene the following morning at 9 o'clock. But the convention could not open on that day, for the Miami area had the worst hurricane it has had since the terrific storm of 1926, and in some respects this storm was even worse, but did not have as telling effect because the natives were more prepared for it.

On Wednesday morning at 9 o'clock there was no power in the auditorium, consequently no public address system, the hall was full of water and the road to Din-



Faces contorted into seeming smiles by 65-mile wind, a family heads for hotel. Woman was later blown down.



Shot from hotel entrance, picture shows helpless woman pedestrian hurled to pavement by force of terrible gale.

ner Key was practically impassable, strewn as it was with tree trunks, parts of roofs and other debris.

But let us tell you a little about that hurricane.

The storm, whose winds reached 125 miles an hour over Miami, killed one person, injured scores of others and did more than \$8,000,000 worth of damage on Miami's famed coast. You can see from the pictures here in your JOURNAL a little of the terrific beating which that vicious hurricane vented on its victims. More than 500 families were left homeless in Miami, Miami Beach and Hollywood. In Hialeah alone, roofs of 50 homes were lifted off their moorings.

Cabanas Blown Away

Out on Miami Beach, cabanas were ripped from their concrete foundations and blown away. Hundreds of huge palm trees were uprooted and many, more than a foot or foot and a half in diameter, were snapped right off in the middle as if they were match stems so great was the



Workmen remove broken glass from window of convention hotel shattered at height of hurricane when winds were raging maximum velocity of 125 m.p.h.



Rain and tides brought high water as another plague. This road is on islands of Biscayne Bay on Venetian Causeway.



Chimney blew down, pierced roof, dumped deluge of water into room of Herb Pettit and wife of Local 387, Phoenix.



force of the wind. When the storm subsided, many of the beautiful hotel lobbies were left with a three-foot residue of sand on their lush rugs.

Many of our delegates who were housed in hotels in Miami Beach were left roomless after the storm. Many had their clothes and other belongings water soaked and a few had their cars badly damaged. A snapped-off pine tree and a floating roof just about demolished the beautiful new green Mercury convertible of one of our delegates on its first run to Miami.

Palms Shudder

Some of us watched the fury of the storm from the I.B.E.W. office in the Biscayne Room of the McAllister Hotel. We watched a heavy traffic light on the corner swing spasmodically back and forth in the terrific wind and a huge palm shudder and sigh in the force of the storm. About 11 o'clock water began to pour into the room and it literally seemed to rock. The hotel authorities ordered us to get out at once, since it was an exposed portion of the hotel with windows on all sides and they feared it would collapse. We took our valuable records and equipment *and* those all-important checks for pay-off to the delegates and got out of the office as hurriedly as possible.



This car (above) parked on Collins Avenue, main street of Miami Beach, looks like a victim of war-time bombing. Estimate was of \$10 million damages in the Miami area.

This stop signal (left) hung on corner of Flagler and Biscayne Boulevard before the blow but the next morning it was found in the gutter a block down the famed drive.

Below: This twisted tangle of steel was a radio tower which had stood in many a blow until the fury of the gale hurled it down.

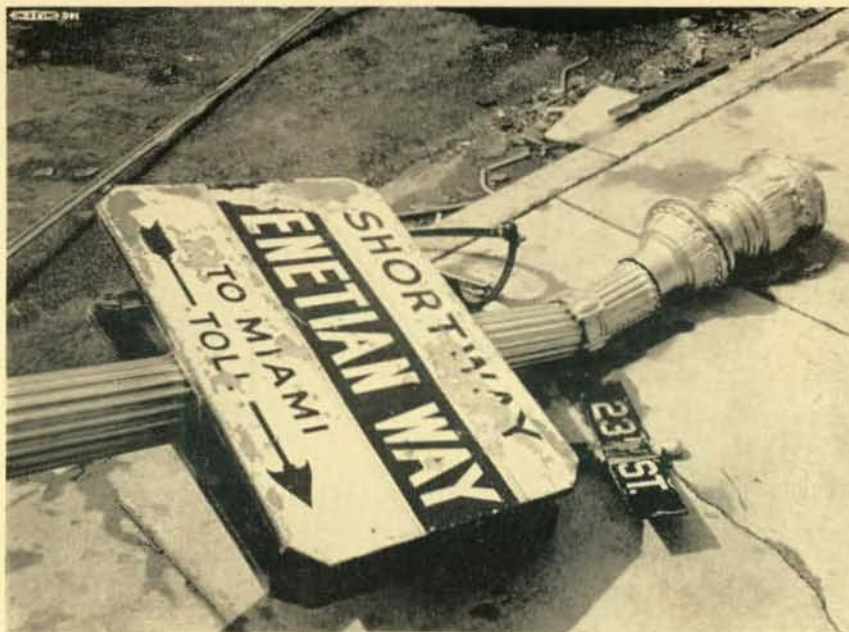


The next morning the traffic light we had watched was found smashed three blocks away and the mighty palm tree with others lay broken across Biscayne Boulevard.

Many of our delegates had interesting experiences to relate. George Regan, President of L. U. 574, Bremerton says he watched what he thought was a portion of a tar-paper roof being hurled through the air. It was violently slammed against an automobile and lay on the street. It stirred again and legs and arms emerged. The tar-paper roof was a man in a dark overcoat, caught up in the fury of the storm and left injured and bleeding on the pavement until watchers could take advantage of a lull in the wind's violence and bring him into the comparative safety of a hotel lobby.

Humorous Spots, Too

There were humorous little incidents too. The wife of one delegate told us she was frightened to death in her top-floor hotel room and begged her husband to go with her to the safer sanctum of the hotel lobby. But friend husband was so engrossed in the reading of "Forever Amber" that he was well nigh impervious to the storm and it was not until the glass from their window came shattering down and knocked the book from his hand that he con-



Emblematic of the property damage caused is this cast-iron lamp post snapped off at its base by velocity of the wind.

This trailer resident had sufficient forethought to go in advance to a hurricane shelter and was not hurt. Note blowing palms in picture. Winds were high on the following day.



Below: Palatial homes on Miami Beach did not escape damage. One on left is partially unroofed. "Glass house" on right had storm shutters ripped off and windows smashed.





Above: No school on the day after blow, so these children joined the adults in viewing storm's havoc.



Left: At Roney Plaza, where Bricklayers were in convention, this beach cabana crashed before wind. Flying debris crashed the windows of the Roney's ballroom, wrecked interior.

Lower left: Another radio tower, downed by the gale, is cleared away next morn.

Below: Clamshell went to work at daybreak after the hurricane to clear the streets of broken branches and stripped palm fronds. Sightseeing parties in cars also helped to jam streets.



sented to leave for safer and drier quarters.

Perhaps some of our delegates were more frightened than they would allow anyone to think they were. But at any rate the following is one experience we missed. It happened to one of the Bricklayers whose convention ran simultaneously with ours on Miami Beach. Incidentally it was three days before the Bricklayers could get their convention underway again. The incident we want to mention, however, occurred at the height of the storm when a frenzied delegate sought out International Secretary Murphy and asked that the beneficiary on his Death Certificate be changed at once. When Secretary Murphy insisted that it was neither the time or the place for such action, the delegate insisted that it was definitely the time and he didn't care about the place and would not desist until Mr. Murphy had at least made a notation of it.

Great Clean-Up Job

When the storm subsided the people of Miami did a marvelous job of cleaning up. Workmen went on the job at once and worked long hard hours to get the city back on its feet again. Thousands were without water and light and telephone service, without roofs and windows. Streets were literally impassable with debris but within a few days,

Miami was nearly back to normal with only torn palms and shrubs bearing mute evidence of what had gone before.

Our convention delegates, hundreds of whom were linemen and inside wiremen, generously offered their services to Miami and Miami Beach to aid in restoring the power supply.

There was a note of sadness in the city mop-up, particularly for us in the I.B.E.W. Three of our members, linemen employed by the Florida Power and Light Company lost their lives repairing storm damage. Two were lost on the same pole. Long hours and devotion to duty perhaps made them indifferent to their own safety. We sincerely regret this great loss.

Auditorium Restored

At Dinner Key Auditorium, a mammoth job was done to get the hall in order for the Thursday morning session. Workmen mopped up water, repaired tables and lights and even restored decorations, moved in a portable generator because power in the area was dead, and our session opened promptly on schedule.

It would seem that any session following in the wake of a hurricane would lack something of interest and spirit. Not so the session which turned out to be the final day of an eventful convention. The delegates were all pur-

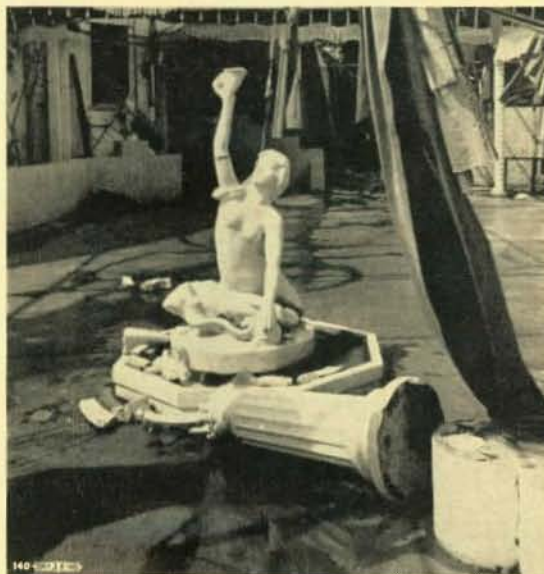


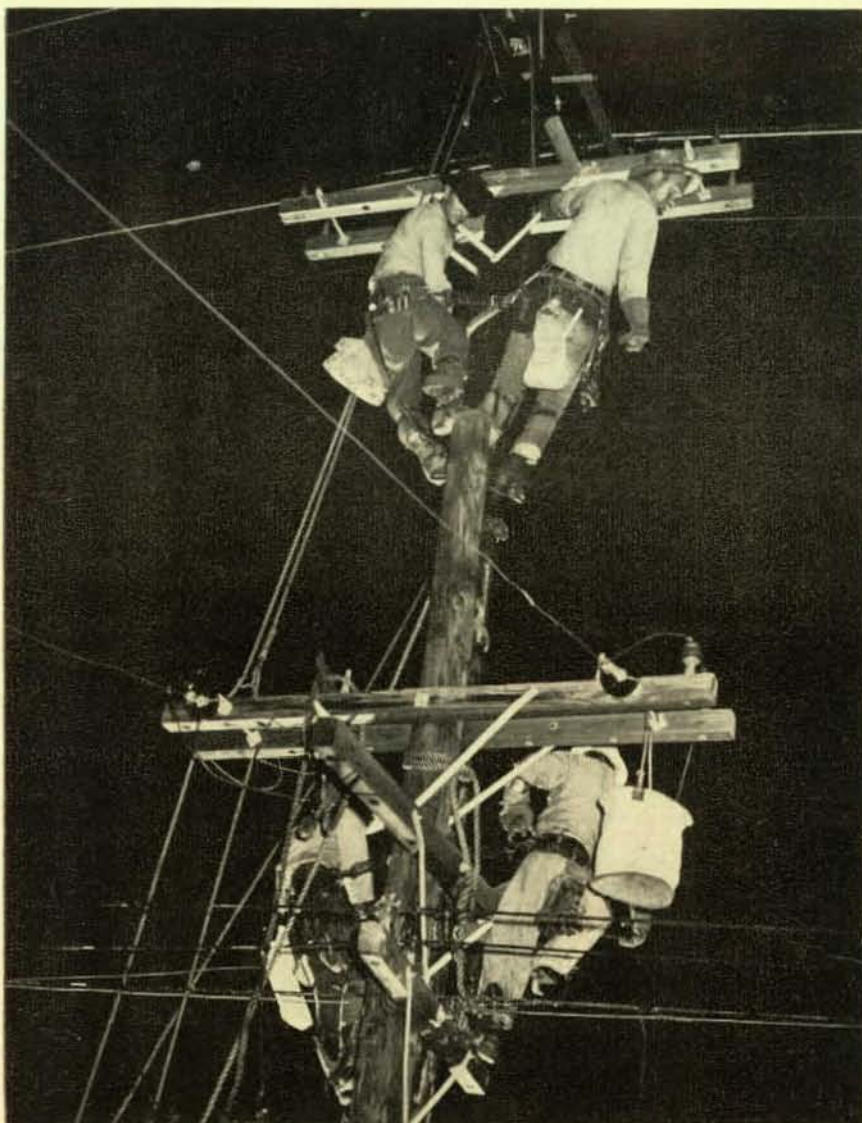
Above: Icemen were handed a prominent role by the winds which downed wires and sent electric refrigerator owners in line to get their ice from truck.

Right: In a playful mood, wind deposited this statue on ground as its base was overturned by big gale.

Lower left: Miami's traffic, day after blow, moved at snail's pace until signals could be re-installed.

Lower right: This crew is taking dangerously-tilting illuminating lamp and pole down lest it cause injury.





Above: Men swarmed up poles before daybreak and after dark to hasten repairs to city's devastated power facilities. These men are on a new pole which was set to replace one snapped off by gale of hurricane force.



Above: Harassed switchboard operators at McAllister Hotel kept working their boards at hurricane's height, routing calls from anxious stay-at-homes. Some did not go off the job for two full days during emergency.

Below: In order to give lights and power for convention, mobile generator operated second day after gale.



pose and seriousness and drove hard to accomplish all the business before them with dispatch.

They were addressed early in the day by Joseph D. Keenan, Director of Labor's League for Political Education and a member of our L. U. 134 of Chicago.

Brother Keenan gave a fiery address. We omit it here for only one reason. It was pre-election ammunition and would lose its strength and appeal if read now that the election is over. However, Brother Keenan gave the picture as he saw it, straight from the shoulder and no one who heard him had a doubt but that the 2600 cheering delegates would be at the polls Election Day and many more with them.

Generous Response

Following his address, a hat was passed—or rather a big carton to hold all the contributions, and the sum of \$3,531.55 was collected for Labor's League.

Following Mr. Keenan's address, the first agenda of business for this morning session was election of officers for the ensuing four-year term.

It was good to hear the speeches of our Brothers lauding the integrity, honesty and sincerity of purpose of the officers they proposed to serve another four years. All officers were unanimously re-elected.

Following the election of officers an exciting period of nominations for the next convention city took place. The following cities were nominated: Cleveland,



Above: Frank Graham, at rostrum, nominated Pres. Tracy.



L. A. Galloway, L.U. 66, seconds the nomination of Pres. Tracy.

Left: Vice Pres. Freeman conducted session during election of the officers.



Brother Bob Wooden pictured as he nominated Sec. Milne for re-election.



Frederick R. Smith, L.U. No. 3, named Wm. A. Hogan for Treasurer's post.

Chicago, San Francisco and Seattle. Seattle was the overwhelming choice of the convention delegates in spite of the persuasive arguments advanced by the enthusiastic backers of the other cities. San Francisco had even brought a miniature clanging cable car, so characteristic of their city, which was drawn on to the convention stage at the strategic moment.

The next business before the convention was the Report of the Appeals and Grievance Committee chaired by Frank Graham of L. U. 59. A number of cases were brought before the convention and speedily acted upon.

Treasurer's Report

The committee on the International Treasurer's Report was next ready to file its report to the convention. George R. Shaul, chairman, made the report for the committee and commended the Treasurer for the satisfactory manner in which he had performed the duties of his office.

W. R. Boyd, L. U. 51, next addressed the convention on behalf of the Committee on the International Secretary's Report. He praised the International Secretary for a job well done and for a readable report, interestingly presented and illustrated. The com-

mittee gave high tribute to many phases of the Secretary's work and the operations of the I.O. and paid special tribute to the work of the JOURNAL and Research Departments.

Leo J. Hennessey of L. U. No. 1, next reported for the Committee on the International President's Report. President Tracy received warm commendation for the efficient manner in which he had conducted his office since the 1948 Convention and special mention was made of the many advances made by the Brotherhood in the two-year period since our Atlantic City Convention.

Act on 26 Resolutions

Immediately following, came the report of the Resolutions Committee, chaired by F. J. Murphy of L. U. 124 and read by Clayton Lee of L. U. 38, secretary of the committee. A total of 26 resolutions were referred to this committee for action. Among the more important ones recommended by vote of the convention were the following:

Commending efforts of the American Federation of Labor to coordinate endeavors of labor organizations affiliated with legitimate labor movements, in the correction of legislation detrimental



Delegate Walter Kenefick, L.U. No. 7, nominates Vice President John Regan.



Vice Pres. Joseph W. Liggett is nominated by John Patrick Daly, L.U. 1249.



E. W. Collier of L.U. 613, Atlanta, nominated G. X. Barker of 5th Dist.



Delegate Harry Leonard of L.U. 160, nominated M. J. Boyle as Vice Pres.



Business mgr. of L.U. 116, Fred B. Otto nominated Vice Pres. Ingram.

to the progress of recognized labor movements in the promotion and protection of economic conditions and constitutional freedoms of wage earners.

Endorsing idea of local unions taking political action in municipal, state and federal elections, in their election of representatives to carry out genuine labor programs.

Continued building of necessary public works such as houses, hospitals, schools, etc.

Recording opposition to any attempts to draft labor or take out of the hands of unions the right to furnish men on jobs when approved by the International Office of the I.B.E.W.

Organize Federal Workers

Favoring intensified campaign to organize electrical workers employed by federal government and take action to eliminate or reduce use of military personnel performing electrical work normally done by civilian employees of the Federal Government.

Condemning members of the 81st Congress who voted against the repeal of the Taft-Hartley Act and urging local unions to bring pressure on Congress to repeal that act and to remain ever watchful to defeat any further anti-labor legislation now before Congress.

Placing I.B.E.W. on record in favor of the six-hour day when the need arises.

Supporting national wage movement for non-operating employees in the railway industry.

Recommending to the membership the use of wire, cable, materials and equipment manufactured by members of the I.B.E.W.

Develop Power Sites

Urging Congress to authorize appropriating funds for the development of power sites on the Columbia River and its tributaries, keeping in mind the Brotherhood's position and declaration of policy on "Private vs. Public Ownership" as set forth in the Report of the International President.

Calling on the International President to take immediate steps to redouble the Brotherhood's efforts to counteract activities of rival unions in the telephone industry and to bring to a successful conclusion the organizing of telephone employe units within the jurisdiction of the I.B.E.W.

Favoring reduction of social security age limit to 60.

Expressing appreciation of the remarkable work performed by Joseph D. Keenan in behalf of Labor's League for Political Education.

Urging such steps as may be necessary on the part of the I.B.E.W. to ban the use of in-



J. I. Nichols, L. U. 57, nominated Wallis C. Wright as Vice President.



Vice President Oscar Harbak was nominated by L. C. Smith, L.U. 77.



K. D. Vance, L.U. 295, Little Rock, named Vice President W. B. Petty.

jurious compounds in all branches of the fluorescent tubing trade, as well as to acquaint industrial insurance bodies of the various states with this industrial hazard.

Extending rising vote of thanks to International Officers for their efforts to render better service to the membership and to present their reports in such an attractive manner for easy understanding and for improving the official Journal until it has received awards as the outstanding publication of the labor movement.

Executive Council

Following the report of the Resolutions Committee and the subsequent action on its report, Harry Leonard of L. U. 160, made the report for the Committee on the International Executive Council's Report, giving high praise to the Council for a good job and an excellent report.

The business of this third day's session was interrupted at one point to allow Mr. J. Wesley McAfee, president of the Union Electrical Light and Power Company of Missouri, to address our delegates.

Mr. McAfee gave an interesting and lively address. Among the things he said was the following:

"It is heartening to see a union whose delegates gather, as this inspiring crowd has, from all over the country, representing the lead-

ership of their fellow workmen, and I don't know of a nicer compliment than to have the fellows you work with, trust you well enough to put their affairs in your hands, to give thoughtful attention to important questions that affect all of us. I don't see such an awful lot of difference between us. We have worked this thing out in this country until, as many of you can see better than I do, we have a big three-way partnership, and I don't think any of us can do well without the other. We have customers and workmen and investors, and some of us get into all three classes. Anybody with any sense is going to see that we cannot enjoy more in this country than we produce, and every one of us is interested in this country being productive. . . ."

Mr. McAfee in his concluding remarks said:

"I want to say a word of sincere appreciation for the first helpful political support the utility industry has ever gotten, to my knowledge, and it came from the International Brotherhood of Electrical Workers. The statements your officers have been making on this question are clearer than I would be capable of making. They will be listened to in a way our voice would not be heard in this country. . . ."



Thomas Murray, L.U. 134, nominated H. H. Broach to Executive Council.



Frank Murphy nominated Patrick Sullivan as delegate to the Building and Construction Trades Department.



J. Wesley McAfee, president of Union Electric Light and Power Co., was a featured speaker of the convention.

"I don't care what system we have. I want the system that is best in the United States of America, and I want it fought out on the real, open issues. I don't want to see it go on catch phrases and prejudices. Let us debate this question and do what is best for the people all the time. Let's keep making the progress we have made in the last 30 or 40 years. . . .

"In closing I may say that I have every confidence in what you fellows are doing. Continue in your fine apprentice training program and with your intelligent, fine leadership you have selected to conduct your affairs, and with

the fine crew of people you are attracting to your ranks. Continue to find better and more efficient ways to do things, and thereby produce more and more, and if the rest of your fellows are anything like the members I deal with, you can be very sure they will get their share of it."

Surprise Ending

The end of the third day's session came as somewhat of a surprise to all the officers and delegates for it also marked the close of the Twenty-Fourth Convention. A hard-working, serious-minded group of delegates stuck with the business at hand steadily until it was completed and an early adjournment was in order. Before the close of the convention, William Johnson, president of L. U. 349 of Miami, presented a flag representing the Four Freedoms to the delegates to the Convention from Hawaii and Alaska.

A rising vote of thanks was given the I.B.E.W. local unions of Miami and the city itself, for their hospitality.

The Convention closed with a song, "When Irish Eyes Are Smiling" by International Secretary J. Scott Milne, and the singing of "God Bless America" by all the delegates, led by the Secretary. Thus the convention closed as it had opened, in the true spirit of patriotism and democracy, fostered and preserved by the labor unions of America.



John Queeney, Chairman of Law Committee, explains item in important report to the convention delegates.

Yes, our Twenty-Fourth Convention is over and we have tried to bring you here in your JOURNAL in photo and story the picture of what went on. There are many other little descriptions we should like to bring you because they are a part of our Brotherhood, a part of our working together and coming together from over the length and breadth of this continent to meet in convention, and not only decide among ourselves by orderly democratic procedures how we wish our Brotherhood to be governed in the years ahead, but to meet with one another, Brother to Brother, renew old acquaintance, exchange ideas, learn about the other fellow's work and ambitions and profit by his experiences and give him the benefit of ours.

We saw a number of touching sights in Miami. There was the meeting of Brother J. M. Thompson from L.U. No. 1, St. Louis with Brother D. D. Tompkinson of L.U. No. 349 in the lobby of the McAllister Hotel, and instantly recognizing each other. The remarkable part about this meeting was that the Brothers hadn't seen each other for 43 years. They had worked together in Virginia in 1907.

Fifty-Year Member

And Brother Charlie Paulsen even topped this experience for renewing old acquaintance. L.U. 84's



An aerial view of Dinner Key Auditorium south of Miami where convention was held.



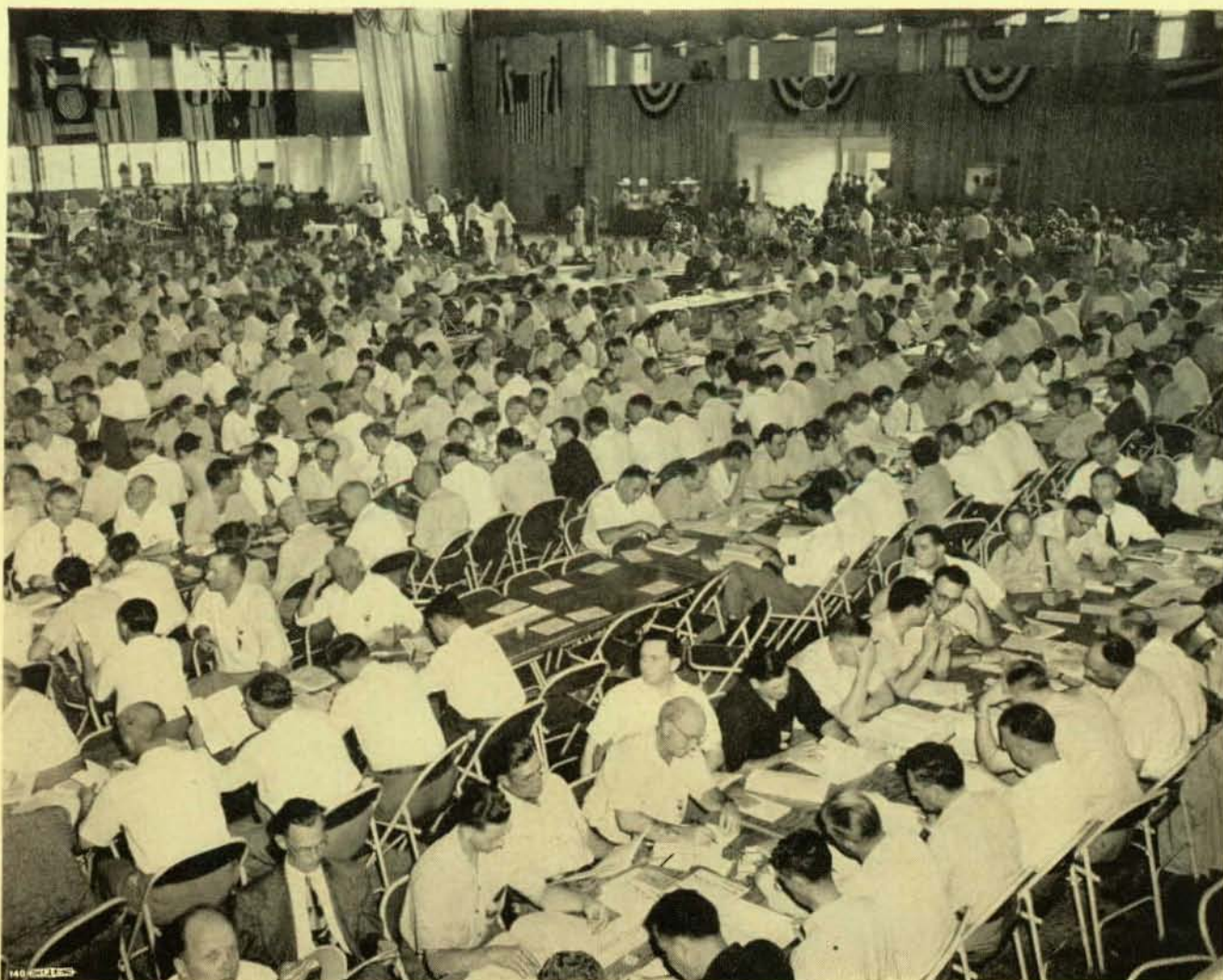
Above: Members of the law committee formed one of the most important conclave bodies. The committee made detailed interpretations and recommendations on the proposed changes in the constitution of the International Union.

Below: Joe Keenan, fiery LLPE director stresses labor's role in politics in speech to the convention delegates.



Above: Hawaiian and Alaskan delegates displayed a flag showing two extra stars—their two "states." Left: Delegates crowd forward to make contributions to LLPE after appeal was sounded for campaign funds. Below: President Tracy congratulates Joe Keenan on his inspiring address. Bro. Keenan was a delegate.





Above: Overall scene of the vast Dinner Key Auditorium shows a busy scene of activity as delegates concentrate on various bits of convention business.

Below: A highlight of the conclave for the ladies was a Fashion Show and luncheon where they got a style preview—including, of course, beach wear.



delegation to the convention brought with them as their guest, W. J. Foster, honored 50-Year member in their ranks.

He and Brother Paulsen met and their hands joined in a warm clasp. The last time they saw each other was on a job away back in 1897.

Another 50-Year man in attendance at our convention was Brother Cal Prevost. He and his wife were guests of L.U. No. 1 and were thrilled with the sights of Miami when they were taken on a personally-conducted tour by members of L.U. 349.

But that's the kind of an organization we have, that keeps men in it, loyal and faithful, through the years.

Nothing Like It

There are other notes on the convention we'd like you to know

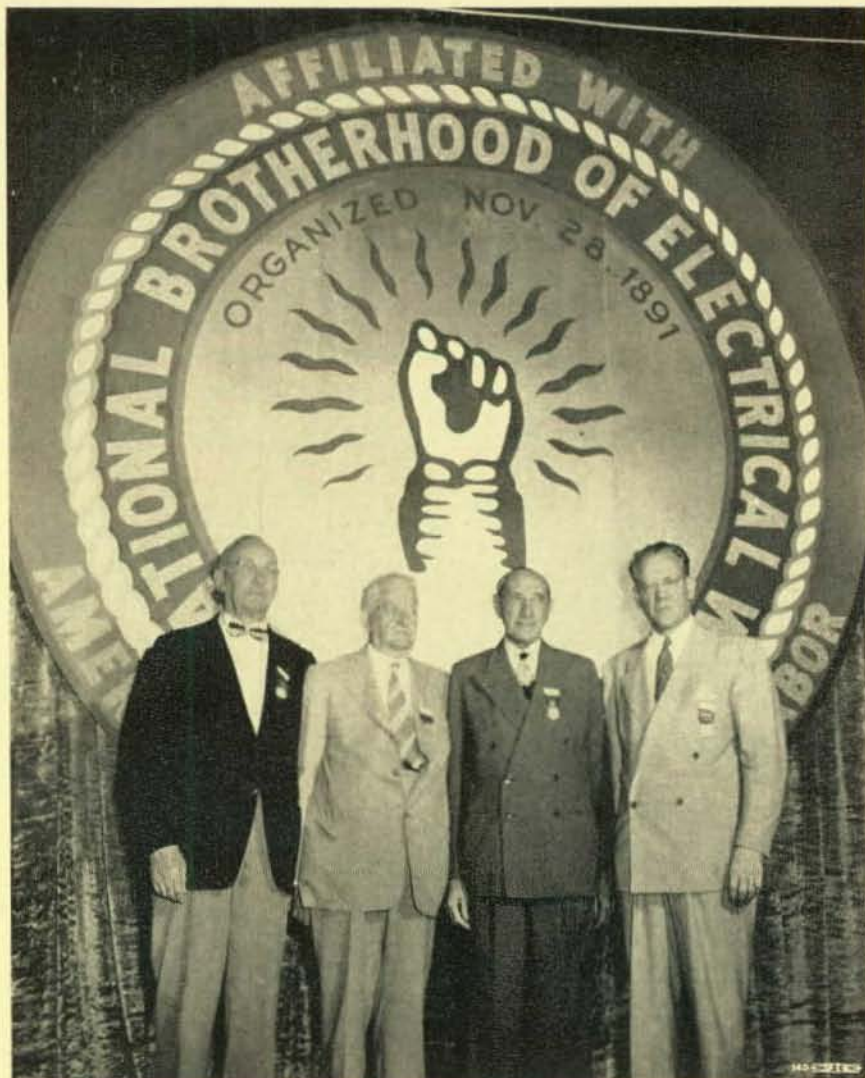
about, for example the expression of happiness on the face of A.F. of L. President William Green when he looked out over the great sea of faces assembled in Dinner Key's huge auditorium, as he remarked to President Tracy—"I've never seen anything like it." You see, our convention is now the largest, from standpoint of delegates, of any labor union in the A.F. of L. And the way President Green spoke of our organization is the way we feel about our Brotherhood, but it's good to know others feel the same.

There was pleasure and inspiration on the face of our Secretary of Labor Tobin too, as he expressed his delight at seeing such a group of union men and women gathered together.

No story on our convention would be complete either, without a little comment on the city of Miami and the hospitality of the Miami local unions and the committees who worked so hard to make our meet a successful one. We appreciate too, their splendid efforts to entertain our delegates. A fine dance and program of entertainment was put on at Dinner Key Auditorium on the evening that our Convention closed. The local committee prevailed upon our International Secretary to sing again which he did—giving a mixture of Irish and Scotch selections, both accents which he handles with equal ease.

The ladies in attendance at the convention were entertained at a luncheon and fashion show as well as on a boat trip around Miami, all of which they enjoyed to the fullest.

Miami had much to offer in the way of stimulating entertainment. The ocean bathing, the fishing, the beautiful parks and jungles provided pleasant diversion for our delegates. Brother Harry Leonard of L.U. No. 160, Minneapolis, claims to have caught the largest sailfish hooked by any delegate to our Convention. It was seven feet, four inches long and weighed 48 pounds. Incidentally it took 30 minutes to land.



Above: International officers pose before giant I.B.E.W. symbol. Left to right: Charles M. Paulsen, chairman of the Executive Council; Treasurer William A. Hogan; President D. W. Tracy and Secretary J. Scott Milne. Below: These delegates formed the convention sergeant-at-arms committee.





Above: Secretary Milne is shown with the committee which acted on his report.

Left: Unique display conveyed San Francisco delegates invitation to hold convention there in '52.

Below: Enthusiastic delegates check the big box of money given for LLPE.

There is another "social" event of prominence that should be mentioned in these little side-light stories on our Convention. That concerns the stag party given by the RAR's, an organization revived at this year's convention. Though allowed to die out a few years ago this old—*definitely unofficial* Brotherhood branch came to life for the 1950 convention with new vigor and spirit.

We have so much wonderful spirit in this Brotherhood of ours. Spirit of loyalty and progress and hard work and good humor and fun.

Diligence Shown

An outsider looking on at our convention could certainly not help but be impressed with the diligence with which the delegates stuck to the work of the convention when it was in session. And when the time came for it to convene, the delegates were there and on time.

Then in the evening in the hotel lobbies, in the rooms of the delegates, there was singing, exchange of experiences, friendly games of cards. There was no drunkenness, no rowdiness. The officials at the McAllister Hotel remarked to our officers, "You had a wonderful





Above: E. P. Taylor served as chairman of convention finance committee.

group of people—very unlike many convention delegates we get.” And the little people, who often have to suffer because of the antics of those who have “had just a little too much,” paid tribute to our people too. As one elevator boy put it—“This sure was a nice bunch of people—we didn’t have no trouble at all.”

We have a wonderful reputation to live up to, set for us by those who created the Brotherhood, and the others who fostered it and nurtured it through the years. The memory of those who went before us, must keep us all in line doing the things that continue to bring credit to our organization.

Perfect Example

A perfect example of this theory was expressed in the words of one of the newest members of our Brotherhood. His local union had just been formed—had been in existence about four months when the convention convened. This Brother was an Executive Board member of his local union and of course, this was his first convention. But let the Brother tell you the story in his own words:

“I think the International Brotherhood of Electrical Workers is a wonderful organization and the more I see of it and the people in it, the more wonderful I think it is. We’ve got a little new local—we want it to be a good local that will progress and grow. And



Above: As convention adjourns, Sec’y Milne hands his autograph to delegate.



Above: Delegates admire artwork and photos in the archives exhibit in the convention hall. The display was popular with all who attended.

Below: Another important committee at the 1950 convention was composed by members below. They served on the committee on treasurer’s report.





Above: President D. W. Tracy pauses for the camera as he concludes his address.



Above: William King, Local Union 134, gets books for distribution from Brother Murphy, sergeant-at-arms for the convention.



Above: Secretary Milne, President Tracy and LLPE Director Keenan talk politics during an infrequent lull in convention business.



Above: Secretary J. Scott Milne stresses a point during his message to the convention.

we're going to try. There's just one thing. This Brotherhood is such a fine organization, I don't know whether we can make the grade or not—but we're sure going to try." (We think with spirit like that, they'll really make the grade.)

'This Is for Me'

One of our organizers overheard this Brother's remarks and he recounted an incident from his own experience which he said had

changed his whole life. "I was on the other side of the fence," he said. "I hated unions and I really believed most union leaders were crooks. Then I met an officer of the I.B.E.W. and worked with him on a negotiation—I was a representative of the company and he represented the union. I found out what honesty and integrity and sincerity of purpose meant to this man and his organization. I made up my mind right

then and there, 'this is for me!' That's the organization I want to work for too."

That's the essence of the fire and spirit and inspiration that keeps our Brotherhood going—has kept it going for well nigh 60 years, and will keep it going for 60 and thrice 60 more.

Yes, "ONE UNION, ONE BROTHERHOOD — WE GO FORWARD TOGETHER!"



Above: John O'Shea of Local Union 1 presents report of the Electrical Workers' Benefit Association.

Right: Secretary Milne leads convention in singing of "God Bless America" as the meeting prepares to recess.

Below: As a convention finale, delegates and wives enjoyed a ball on spacious floor of Dinner Key Auditorium.



REPORT OF THE

International President TO THE 24th CONVENTION

By D. W. Tracy

*To The Officers and Delegates
to the Twenty-Fourth Convention
of the International Brotherhood
of Electrical Workers.*

GREETINGS:

It is the purpose of this report to give a condensed accounting of my administration as International President of the Brotherhood and to acquaint you with the progress our organization has enjoyed since the 1948 Convention.

In 1948 it was deemed advisable to remind you that the peace for which two great World Wars were fought was not achieved, in order to emphasize the fact that prosperity at the time was only apparent and not real. Unfortunately, it is, at this time, necessary to again recognize the fact that we have not been and are not now living under peace-time stability, either economically or politically.

Period of Conflict

It seems the idea is prevalent that conditions are favorable to individual gain rather than progress for all the people. The country is passing through a period of conflict internally. Profit and profiteering is evidenced to a shameful degree. Selflessness is prated but not practiced. Economic advantage is sought through political maneuvers. Reactionary politicians are speaking with the voice of Jacob but their hands are the hands of Esau.

Under these circumstances the people generally are bewildered and while labor particularly is not confused in the issue it definitely is perplexed by procedures. This condition has not only been continued but has increased during the two-year period since our last convention. Organized labor has,

therefore, been compelled to intensify its efforts and activities in the political field while defending conditions of employment for the wage earners economically; pursuing vigorous vanguard action without neglecting effective rear-guard activities.

Our Brotherhood has not been a laggard in the fray. Unfortunately, however, while the IBEW has been in the front line trenches on both fronts it has been the victim of sniping from other forces within labor's ranks. Let there be no misunderstanding as to the intent of this description of the posi-



tion of the IBEW. I am specifically referring to the deplorable fact that while our Brotherhood has been engaged in valiantly championing the common cause of all labor some other labor organizations have been attempting to make inroads across our field of jurisdiction.

Consequently it is my intention to apprise the convention of the seriousness of the effect of such procedure and to request that this, the paramount body within our structure, give serious consideration to and approve of remedial measures that I recommend further on in this report.

It is believed appropriate that

the convention should be made acquainted with the progress of the Brotherhood through a comprehensive report of developments met and incidents disposed of. However, it is impossible to minutely detail each and every development encountered or incidents disposed of without burdening you to the verge of impatience. I will, accordingly, proceed to enumerate and report on such matters as are thought to be of most interest to you.

Growth of Organization

It is indeed gratifying to be able to report to you that as a result of cooperation between the International Officers of the Brotherhood, wise persistency manifested by the local unions and conscientious application of effort by the organizers and representatives on our staff, the numerical strength of the IBEW has been increased approximately 20 percent since 1948. The detailed report of the International Secretary will furnish ample evidence of this progress. However, in addition to the membership's numerical increase, I would be remiss if I did not report that there is an abundance of proof of the courage of convictions and moral fibre of our membership being unexcelled by the manifestations of any other group within the American Labor movement.

Telephone Situation

The Twenty-Third Convention recommended to the International President that an extensive organizing campaign within the Telephone Industry be instituted as soon as possible (Resolution No. 40—1948 Convention).

In compliance with the recommendation, steps have been taken

which confirm the conviction that turmoil and confusion has existed among Bell Telephone Company employes for a long time—especially since the disastrous six weeks' strike in 1947 of the Communications Workers of America, CIO.

With few exceptions, morale of the employes (not members of the Brotherhood) has been quite low since then. Many have become embittered against all labor unions. And there are 84 unions in the telephone field. More than 85 per cent of these are independent unions.

We have tried to be realistic in dealing with this difficult and unfortunate situation. For this reason we have not started telephone organizing campaigns in several Bell Companies.

Cover Several States

Most Bell Telephone Companies cover several states. The Southern Bell Company, for example, covers nine states—Alabama, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina and Tennessee.

In one or two states, we found a good number of employes favorable to us. But the National Labor Relations Board has denied separate elections for different states. The Board has ruled that elections in the telephone field—in one company—must be company-wide, system-wide where the employes have been in one bargaining unit.

No union, therefore, has been able to get bargaining units carved out, or Labor Board elections held, for just one group or one part of the territory covered by a Bell Telephone Company.

In several companies we found the majority of all plant department employes (the mechanical force) favored us and the telephone operators favored another union. But the operators greatly outnumber all others.

The National Labor Relations Board has refused to grant separate bargaining units, or separate elections, for the plant department employes where they have been in one unit with the operators and others. This means, of course, that in most cases a union has to win

a majority of *all* non-supervisory employes in the total territory covered by a Bell Company.

For almost two years we have been carrying on a campaign to win over a majority of *all* non-supervisory employes (17,500) in the Northwestern Bell Company, covering Minnesota, North and South Dakota, Nebraska and Iowa.

Since our last convention we have also held meetings in many sections of the country with various groups of employes and gotten out considerable organizing literature in several Bell Telephone Companies.

The turmoil, confusion and bitterness in the Bell Telephone field has greatly impeded our progress in bringing stable and responsible organization to the employes in more of these Bell Companies. Because of the obstacles created mostly by this condition, the job will require additional time.

Since our last convention we have organized the employes in several more independent telephone companies, such as the Pennsylvania Telephone Corporation—

with headquarters in Erie and covering several towns in that part of the State.

We have also, since our last convention, won Labor Board elections in plants of the Western Electric Company which is owned and directed by the A. T. & T., or the Bell System. We defeated CWA-CIO in the plants at Kearny, New Jersey—Indianapolis, Indiana and Allentown, Pennsylvania.

Further effort will be continued in a manner and to an extent which resulting circumstances prove to be consistent with expectant progress.

Railroad Industry

Significant gains have also been made in the railroad industry. I believe it would be of interest to summarize them briefly in this report.

The non-operating standard railway labor organizations in the railroad industry, including our Brotherhood, inaugurated a national movement in 1948 to secure a forty-hour week, as well as a further increase in wage rates. Because of the shortage of manpower during the war and the necessity of maintaining the living standards of our people during the postwar period, pursuit of the matter at that time was unsuccessful. As the result of extensive negotiations on a national basis and proceedings before a Presidential Emergency Board, an agreement was finally reached on March 19, 1949, providing for the establishment of a forty-hour week with forty-eight hours pay and an increase in wage rates of seven cents per hour. The shorter work week was made effective on September 1, 1949, while the wage increase was made retroactive on October 1, 1948.

In accordance with the provisions of this agreement, negotiations were begun on the various carriers between the representatives of the organizations and management, to revise their existing individual agreements to conform thereto, constituting the most extensive revision of such agreements which has been undertaken over the past thirty years. Disputes growing out of these negotiations could be submitted to the Forty-



President Tracy delivers his report to the Convention

Hour Week Committee which was created by the terms of the March 19, 1949 Agreement to handle such controversies.

We have in this industry-wide agreement provisions, not only for an increase of seven cents per hour, but for the establishment of a forty-hour work week with forty-eight hours pay resulting in a further increase in basic hourly rates of 20 percent to compensate fully for the reduction in weekly hours. This is beyond contradiction one of the outstanding achievements in the history of the railroad industry.

On the Canadian Railroads, substantial progress has likewise been made in improving the wages and working conditions of our membership.

The standard railway labor organizations sought to improve their vacation agreements which generally provided for only one week with pay. The carriers declined to grant the employees' request for improved vacations but a Board of Conciliation unanimously recommended that the employees be granted six, nine and twelve day vacations with pay after one, three and five years of service respectively with the proviso that any more liberal existing vacation provisions be preserved.

Recommended Increase

Another movement was then begun in an effort to establish wage rates on a parity with those on railroads in the United States. This dispute was likewise referred to a Board of Conciliation after the parties failed to reach a settlement by agreement. In its report of April 21, 1948, the Board recommended an increase of only seven cents per hour, however, which was far short of the amount requested, making it necessary for the organizations to refer the matter to the membership in the form of a strike ballot, but just one day before the date set for a suspension of work, an agreement was reached settling the controversy. The agreement signed on July 14, 1948, provided for an increase in wage rates of 17 cents per hour retroactive to March 1, 1948.

Although full parity was not es-

tablished with wage rates in the United States, in view of the majority recommendation of the Board, it does constitute a significant victory, as well as substantial progress toward that objective.

Meanwhile, the non-operating organizations in the United States had progressed. A national movement to secure a reduction in the work week and an increase in wages resulted in the Chicago Agreement of March 19, 1949. Shortly, thereafter, the non-operating organizations in Canada, including our Brotherhood, began a similar movement on the Canadian Railways. Uniform notices were served on the carriers in June of last year and when no agreement could be reached by negotiation, the dispute was referred to a Board of Conciliation. In its report filed with the Minister of Labour on April 11, 1950, the majority recommended the establishment of a forty-four hour work week with a wage adjustment factor which would actually serve to reduce the take-home pay of many of the employees. Characterizing the approach of the majority members as "archaic and reactionary," the organizations advised the Minister of Labour that the Board's recommendations were unacceptable and as a result of a ballot taken among the involved employees, a suspension of work took place beginning on August 22, 1950. That was the status of this dispute as our report goes to press, but we are confident that with the splendid support of the membership, this movement will be brought to a successful conclusion.

Legislative Success

In the legislative field, our Brotherhood, in cooperation with the other standard railway labor organizations, has been equally successful in securing improvements affecting the welfare of our railroad membership.

While considerable attention has been given in recent months to the establishment of pension and health and welfare plans in many industries, it may be surprising to many of our members that the railroad workers under the provisions of the Railroad Retirement

and Railroad Unemployment Insurance Acts have a plan, national in scope, providing for retirement annuities and unemployment sickness benefits, which are second to none in any major industry. These conditions were established by legislation advocated by the labor organizations.

The result of effort in the railroad industry is well demonstrated by the recent amendments which we secured to these laws in cooperation with the other standard railway labor organizations. Not content with merely securing the enactment of this legislation in the first instance, we have constantly tried to improve it, consistent with the wishes of our membership and sound actuarial practices.

Recognizing the necessity of providing relief from the mounting cost of living to railroad workers who had retired, annuities were increased by 20 percent without any further increase in taxes as the result of further amendments secured in 1948. This increase was applied to those who had already retired, as well as to further annuitants.

Worthy of mention also is the move on the part of the standard railway labor organizations in the railroad industry to secure the union shop and as a first step in that direction enabling legislation in the form of an amendment to the Railway Labor Act is being sought to permit the negotiation of agreements to this effect.

Meanwhile, our railroad membership has been increasing as the result of continuing organizing activities so that on the whole, it can be said that excellent progress has been made in the railroad industry since our last convention.

Government Employees

The IBEW International Office realizes the real importance of proper legislation in connection with its members employed in the various agencies of the United States Government, both in the United States and in its territories and possessions. We have, therefore, been constantly on the alert in supporting, as well as fostering, the introduction of legislation in Congress, which is for the benefit

of our members in federal employment. We have the very able assistance of the National Legislative Council of the American Federation of Labor, and the Government Employees Council of the American Federation of Labor, both of whom are always ready to assist us at our "beck and call."

Successful Legislative Effort Affecting Government Employees

Many bills have been introduced in the Congress and enacted into law, as follows: To regulate subsistence allowances of civilian officers and employees of the Government by increasing from \$6.00 to \$9.00 the per diem allowance and not to exceed seven cents per mile for automobiles; to correct certain inequities in pay of certain officers and employees of the Federal Government and of the Government of the District of Columbia (this legislation granted retroactive increases in pay amounting to \$330 to June 30, 1948); to extend the benefits of the Civil Service Retirement Act to officers and employees of the Panama Canal and the Alaskan Railroad; to amend the Panama Canal Zone Code regarding the powers of the Governor; to extend the benefits of the Civil Service Retirement Act to certain employees involuntarily separated between July 1, 1945 and July 1, 1947; to amend the Civil Service Retirement Act to provide survivorship benefits for widows or widowers of persons retiring under the Act, providing for his or her survivor widow or widower to receive a life's annuity equivalent to 95 percent of the employee's annuity (the penalty for this benefit being a 5 percent reduction of the first \$1500 and 10 percent above \$1500); to extend the benefits of the annual and sick leave laws of part-time employees on regular tours of duty; to repeal the Classification Act of 1923 and establishing in lieu thereof the Classification Act of 1949, with an average increase for all employees covered under the Act of \$140 per year; to amend the United States Employees Compensation Act and generously liberalize the disability payments for injury sustained on

the job; to amend the Civil Service Retirement Act giving those employees who retired prior to April 1, 1948 the same right as those now retiring under the Act, that is to name a beneficiary and also receive up to the maximum increased annuity of \$400 per year; to amend the Civil Service Retirement Act so as to provide an order of precedence for lump sum death payments to beneficiaries.

Unsuccessful Legislative Effort in Behalf of Government Employees

Other legislation unsuccessfully introduced is as follows: To provide for separation pay; to provide unemployment insurance for federal employees as now is provided for workers in private industry with no cost to the federal employees; to eliminate military personnel from doing work which rightfully should be done by the civilian employees; to liberalize the penalties under the Hatch Act so that absolute dismissal is not mandatory for minor infractions of the Hatch Act; to provide for collective bargaining by government agencies with labor unions; to change the law relative to performance ratings and to retain the impartial appeals board procedure in the matter of efficiency ratings appeals.

Four new government local unions of the IBEW have been chartered since the last convention, three of them in the Naval Shipyards and one at a Naval Ordnance Test Station.

Many contacts have been made with the agencies of federal government on various matters of concern to the Brotherhood and its members. Government Employee Representative Orrin A. Burrows has visited most of the local unions having a considerable number of federally-employed members at least once since the last convention.

Radio Broadcasting and Television

During the past two years much additional organization work has been done in the radio and television broadcast field of the Communications Branch of our trade.

The drive for further organization is more intensive at this time than any time in the Brotherhood's history. The broadcasting industry has been plagued for many years with dual unions. Due to efforts of the Brotherhood in the past few years this trouble is gradually but definitely being eliminated.

Over fifty percent of the employees in the broadcasting industry that properly come within the jurisdiction of the Brotherhood have been organized into IBEW local unions. When the fact that virtually all groups of broadcast employees are small in number when compared with those found in other industries, the organizing that has been accomplished to date represents considerable effort.

Over 2000 standard radio broadcast stations are now licensed by the Federal Communications Commission. More than 100 television stations are now operating. However, the expansion in this part of the industry has been delayed by the order of the FCC in September, 1948, halting the issuance of any further permits to build stations. When this situation is adjusted, there will be several hundred television stations built in the United States. Nearly 400 applications are pending at the FCC for such authorizations at the present.

Serious Problem

A serious problem encountered in the organization of employees in broadcasting work has been that of obtaining representatives with the specialized training necessary for this type of work. This difficulty is now out of the way and we have a broadcast representative assigned in each Vice Presidential District in the United States. The work of these men is under direction of the Vice President of the district with certain matters of a general nature being coordinated through the office of the International President.

Local Unions of the Brotherhood have agreements with approximately 700 radio stations (AM and FM), and with over 60 of the television stations. Agreements have been made with several regional networks and one national network. Tremendous improvements

have been made in working conditions for broadcast employees through the organizing work of the Brotherhood. Agreements negotiated with broadcasting stations by the Brotherhood have established the highest rates of pay to be found in the industry.

The plan of organization we have followed establishes local unions of broadcast technicians and engineers, where there are sufficient employees involved to do so. Such locals are now chartered in practically every state and more are being formed each month.

Jobs Will Increase

The total number of employees in the broadcasting industry will never be numerically large as compared to the number in the manufacturing, utility or construction branches of the trade. It will, however, with the development and expansion of television, offer considerably more employment opportunities than at present. With over fifty per cent of the total number of technical employees already members of the Brotherhood we anticipate even greater progress resulting from our organizational plans.

Manufacturing

Organization progress has continued in the manufacturing field. Our local unions, generally, have improved wage and working conditions to a gratifying extent. An advancement is being made in this as well as radio broadcasting and other branches of our industry in the provision of paid vacations, hospitalization, sick and other benefits in addition to wage increases.

In this field we are still troubled with the existence of independent and other organizations of a clandestine nature. It can be honestly stated, however, that labor consciousness is being gradually stimulated with the result that interest in proper organization on the part of wage earners is being manifested by our success in organizing, despite the gains made some years back by dual organizations trading upon false promises, misrepresentation and other elements of rabble rousing.

However, the entrenchment of dual organizations cannot be dis-

counted to the extent that hope will be entertained that complete conversion of wage earners so misled will result in a short time. Such accomplishment will require a decade at least.

Public Utility Employees

Since our last convention the IBEW has been certified as the exclusive bargaining agency on the Pacific Gas and Electric Company properties, the Niagara-Hudson properties, the Scranton Electric Power Company and others. We previously represented a portion of the employees of the PG and E, as on the Niagara-Hudson properties where District No. 50 of the United Mine Workers was strongly entrenched. Throughout the Electric Light and Power utilities field wages have substantially increased and other employment benefits improved such as increased vacations, pensions, hospitalization, and sick benefits.

There has been some progress in organization of REA groups but not nearly as much as desired. However, greater gains are expected as our efforts continue. I believe a comprehensive review of this report will reveal substantial grounds for such expectations.

Construction Branches

The Outside and Inside Branches of our organization have averaged improvements economically, the average of which is unexcelled by any other labor organization. Paid vacations are now enjoyed by some of our construction local unions. This, what might be termed "fringe benefit," has been discussed with administrative officers of the National Electrical Contractors Association and the possibilities of expansion of this additional method of compensation are being explored. Objections have been voiced but such objections have been based on difficulties encountered by reason of the turnover in the individual shops. This phase of the problem is being overcome by local chapters of NECA through creation of a general fund. Some of the funds more closely resemble bonus payments though they are termed vacation funds. Close ob-

servation affords opportunity for analysis of employees' reactions as being in some cases negative on the subject. In such cases the employees prefer straight compensation to fringe benefits. Under the circumstances it is quite probable that some time may be required before vacation and other fringe benefits become universally accepted by the construction branches of the Brotherhood. In many instances the members of local unions prefer providing these benefits through local union assessments and consequent management of the necessary funds independent of employer participation. In other words, some members insist upon a determined wage rate plus allowance for fringe benefits.

The increase of organization in the construction branches of the trade has been more than substantial as may be understood from the International Secretary's report showing the growth of our organization as a whole.

Private vs. Public Ownership

On May 25, 1950, your International President issued a public press release on this question prompted by economic disadvantage suffered by the members of our Brotherhood as a result of what we believed to be improper administration by subordinates of the REA. This release constituted a declaration of determination to protect the inherent rights of our members as citizens of our country.

This declaration was issued not as a spontaneous outburst but after mature deliberation, following persistent though patient effort, to obtain corrections of policies in themselves inimical to the interests of our members in various parts of the country.

Unfortunately, our statement of position was not uniformly understood. We have received numerous commendations and a few criticisms. Such criticisms properly emanated from some who felt our declaration of policy was detrimental to them as employees of public utilities operating under public ownership. This, despite the fact that the declaration itself specifically stated:

"The IBEW does not raise its voice on the subject of public power in behalf of private companies or their management. We have met the abuses of power by these companies in the past and have achieved substantial correction. Today 90 percent of the workers in the privately owned electric light and power industry are covered by union contracts and the IBEW itself represents more than 75 percent of the organized employees in this industry.

"The IBEW raises its voice on the subject of public power at this time in the interest of organized labor in the electric light and power industry. The subtle transformation of the government program from the proper purposes of providing power as a by-product of the initial program and of furnishing a 'yardstick' for private utilities has reached the stage where it threatens free enterprise in this industry. We support free enterprise not only in our capacity as citizens of the United States but also in our capacity as representatives of organized labor. The increase in the area of government and quasi-government ownership operation in utilities necessarily carries with it a decrease in the area of freedom for labor as well as other groups.

"Labor cherishes its right to bargain collectively for wages, hours and working conditions. It fights the abrogation of such rights whether in the form of anti-labor laws or in the more complicated form of transferring their status to employees of the government without any rights to bargain collectively or otherwise exercise their economic strength."

Correcting Situation

Rapid correction of the indicated situation complained of is now being manifested by cooperation thoroughly consistent with the principles under which REA became a function of the Federal Government. Space does not permit minute detailing of such cooperation. However, it should be suf-

ficient to advise the delegates to this convention that the construction local unions of the Brotherhood are being presently advised of \$107,607,824 estimated cost of currently proposed REA projects throughout the country. Line construction has been brought under the provisions of the Davis-Bacon Act. Hitherto this act was applicable on building construction.

Before concluding this subject, however, I do want to urge every delegate representing inside local unions and outside and utility local unions to impress upon the local unions they do represent and emphasize the necessity for compliance with the above referred to communication in the interest of securing and protecting earning opportunities for their members. I am sure the significance of this portion of my report will be readily grasped by the delegates and thoroughly understood as an explanation of the current IBEW policy with respect to public and private ownership of utilities.

The International Office has supplied the local unions a specially prepared form "certification of wage rates" with a covering letter explaining the necessary details to be followed before returning to the I. O. Proper attention given to these details will result in more prompt approval by the Davis-Bacon Division for application on line construction under the REA, as well as federal building construction projects.

General Counsel

The General Counsel's office of the International has been engaged in the performance of two major tasks: (1) advice and (2) litigation.

The Taft-Hartley Law and various state anti-labor laws have raised numerous and difficult legal questions with respect to trade union operations which formerly were entirely free from regulation or other legal restrictions. The I. O. has assisted in the handling of these problems by making written and oral legal opinions available to representatives of local unions and officers and representatives of the International when specific questions have been raised.

The I. O. has also endeavored, through the office of the General Counsel, to coordinate and handle litigation on problems of national importance to the Brotherhood and thus, secure clarification of applicable laws.

Summary Report

There follows a summary report on some of the more important test cases involving the IBEW which have been decided by the Courts and the National Labor Relations Board since the 1948 Convention:

LaCrosse Telephone Corp. v. Wisconsin Employment Relations Board. IBEW Local 953 v. Wisconsin Employment Relations Board—United States Supreme Court (January, 1949)

The Telephone Guild, an independent union, filed a petition with the Wisconsin Employment Relations Board asking that it certify the collective bargaining representative of the employees of the LaCrosse Telephone Corporation. Local Union 953 of the IBEW which represented the employees in the plant and traffic departments opposed the petition. The Wisconsin Board held a hearing and ordered an election which was won by the Telephone Guild. The Wisconsin Board certified the Telephone Guild as the collective bargaining representative in the plant and traffic departments. The case went to a Wisconsin Circuit Court and then to the Supreme Court of Wisconsin which ruled in favor of the Telephone Guild. The I. O., on behalf of Local Union 953, then filed an appeal with the Supreme Court of the United States which, after hearing the case, reversed the Wisconsin Supreme Court in a unanimous opinion. The final outcome of the case was that the Telephone Guild's certification was cancelled and IBEW Local Union 953's bargaining rights were restored.

The United States Supreme Court ruled that since the telephone company is engaged in interstate commerce and the telephone industry is subject to the jurisdiction of the National Labor Relations Board the State is precluded from exercising jurisdiction.

The Court held that the Federal law is supreme even though the National Labor Relations Board had not actually taken jurisdiction of this particular case.

A recent application of this rule was made by the Supreme Court of the United States in *International Union UAW v. O'Brien* decided May 8, 1950, where the Michigan Anti-Strike Law was invalidated on the ground that the State law was in conflict with the Federal Labor-Management Relations Act of 1947 (Taft-Hartley Act).

The broad provisions of the Taft-Hartley Act may furnish other occasions for the invalidation of state anti-labor laws on the basis of the same rule which has been established by the Supreme Court in the *LaCrosse* and *O'Brien* cases.

Denver Building and Construction Trades Council; IBEW Local Union No. 68, et al v. National Labor Relations Board—United States Court of Appeals for the District of Columbia (September, 1950)

In this case, the United States Court of Appeals for the District of Columbia unanimously reversed the National Labor Relations Board and held that picketing a non-union electrical sub-contractor on a building job does not violate the secondary boycott provisions of the Taft-Hartley Act.

The Solicitor General of the United States has stated the intention of the Government to appeal the decision to the Supreme Court of the United States which will probably rule on the question during the present term of court.

The facts in the case were that Doose and Lintner, a union general contractor made arrangements with Gould and Preisner, a non-union electrical sub-contractor to do certain electrical work, including the furnishing of electrical materials, in the construction of a small commercial building on Bannock Street in Denver, Colorado. All other trades on the jobs were union. After the IBEW representatives had requested cooperation to make the job fair, a picket was placed on the job with a placard reading, "This Job Unfair

to Denver Building and Construction Trades Council." There was a work stoppage for approximately two weeks and the non-union contractor was replaced.

The Court adopted the dissenting opinion of Judge Clark of the United States Court of Appeals for the Second Circuit expressed in the case of *IBEW Local Union 501 v. NLRB*, which is discussed below, and held that the picketing did not constitute a secondary boycott because Doose and Lintner, the general contractor, was not a "neutral" in the labor dispute. The Court ruled that the picketing was protected by Section 13 of the Act which safeguards the right to strike and that it was primary action directed against both the general contractor and the non-union electrical sub-contractor.

The I. O. participated in this case together with the Building Trades Department and the Plumbers' Union.

IBEW Local 501 v. National Labor Relations Board—United States Court of Appeals for the Second Circuit (February, 1950)

The facts in this case are as follows: Giorgi, a general contractor of Port Chester, New York, contracted to build a private dwelling house for the sum of \$15,200 in Greenwich, Connecticut. Langer, a non-union electrical contractor in Port Chester, New York, was given a sub-contract for the electrical work on the house in the amount of \$325.00 by Giorgi. The Business Representative of Local Union 501 advised Deltorto, the union carpenter contractor on the job, that the job was unfair. Thereafter, Local Union 501 picketed the job with a placard stating that "This Job is Unfair To Organized Labor." Work stopped and Langer agreed to give up his contract.

The United States Court of Appeals for the Second Circuit by a divided vote of two to one, held that the picketing constituted a secondary boycott in violation of Section 8 (b) (4) (A) of the Taft-Hartley Act. The majority of the Court conceded that the picketing might have been legal if it had occurred at the time when the non-

union electricians were on the job. Judge Clark dissented from the majority view and stated that he believed that the decision of the National Labor Relations Board should be reversed because neither Giorgi, the general contractor, nor Deltorto, the carpenter sub-contractor, were neutrals to the dispute. This dissenting opinion was substantially adopted by the United States Court of Appeals for the District of Columbia in the *Denver Building and Construction Trades Council* case which has been discussed above.

A petition for a writ of certiorari was filed on behalf of the local union with the Supreme Court of the United States. The Solicitor General of the United States at first opposed the petition but has since changed his position and agreed that the Supreme Court should take jurisdiction of the IBEW appeal on the secondary boycott point.

It is therefore probable that the Supreme Court will accept the case and hand down a ruling on the right to picket in the building and construction industry during this term of court.

The International Office participated in this case, together with the local union.

Groneman v. IBEW Local Union 354—United States Court of Appeals for the Tenth Circuit (November, 1949)

The United States Court of Appeals for the Tenth Circuit ruled in this case that the picketing of a school board construction job did not affect commerce because only \$6,000 of materials were shipped to the job across state lines and this was considered by the Court as too trifling to constitute an effect on commerce which would make the Taft-Hartley Act applicable. This decision represents one of the few rulings handed down by a Circuit Court of Appeals holding that a labor dispute does not come within the commerce clause of the National Labor Relations Act or the Taft-Hartley Act.

The case arose as the result of a civil suit filed by Groneman, a general contractor, under Section

303 (b) of the Taft-Hartley Act alleging that damages had resulted to Groneman from a stoppage of work caused by picketing carried on by IBEW Local Union 354. The picket was placed on the job because the school board had let a contract to Engle, a small non-union electrical sub-contractor. The Federal District Court dismissed the case on the ground of lack of jurisdiction and the Court of Appeals affirmed the ruling by a unanimous opinion on the grounds stated above.

No appeal was taken by the general contractor after the Court of Appeals decided the case. The I. O. participated in this case together with the Local Union.

West Texas Utilities Company, Inc., Petitioner, National Labor Relations Board, Respondent and IBEW (Intervenor)—U. S. Court of Appeals for the District of Columbia (July, 1950)

West Texas Utilities Company refused to bargain with Local Unions 898, 920 and 1044 of the International Brotherhood of Electrical Workers in the Fall of 1947. The local unions had been certified by the National Labor Relations Board. They had filed the non-Communist affidavits required by the act and the International had also filed such affidavits. The company claimed, however, that it was under no duty to bargain because the Vice Presidents of the American Federation of Labor had not at that time signed such affidavits.

The question presented by the case was the same question which had been ruled on by the National Labor Relations Board in the case of *Northern Virginia Broadcasters Company (IBEW Local Union 1215)* in which the Board had reversed General Counsel Denham's interpretation of the Act.

The United States Court of Appeals for the District of Columbia ruled by a divided vote of two to one that West Texas Utilities Company should have bargained with the IBEW and that Board's order against the company should be enforced. The Court held that the requirements of the act were sa-

tisfied by the compliance of the local union and the International union. The Court also held that even if the officers of the Federation were required to file, such filing had occurred prior to the time when the NLRB proceedings were instituted. In this respect the Court disagreed with the position of the National Labor Relations Board that the affidavits must be on file prior to the commencement of NLRB proceedings.

The International intervened in this case on behalf of the local unions.

In the Matter of Petredis and Fryer (Pennsylvania Building and Construction Trades Council; IBEW Local Union 5)—National Labor Relations Board (July, 1949)

The decision of the National Labor Relations Board in this case established the important principle that the Board would decline to assert jurisdiction of secondary boycott charges involving small building trades jobs. Previously, the Board had taken the position that it was required by the Taft-Hartley Act to assert jurisdiction over every case involving a secondary boycott.

The Trial Examiner ruled that IBEW Local Union 5 had violated Section 8 (b) (4) (A) of the Act by notifying the men on the job that a non-union electrical contractor was performing the electrical work. The job involved the construction of an \$80,000 drive-in theater at Bridgeville, Pennsylvania. All the contractors were Pennsylvania contractors. The National Labor Relations Board in a unanimous decision reversed the trial examiner and dismissed the complaint against the IBEW on the ground that it did not effectuate the purposes or policy of the act to exercise jurisdiction in the case.

The Board has applied this doctrine in a number of cases since the ruling in the *Petredis and Fryer* case to dismiss complaints involving operations which are not deemed to affect commerce sufficiently to warrant the exercise of jurisdiction by the Board. In

the case of *Carpenter and Skaer*, for example, the Board declined to assert jurisdiction in an unfair labor practice charge involving an employer who was doing an annual volume of business amounting to \$676,000 a year.

In the Matter of West Virginia Electric Corporation; IBEW Local Union 596 — National Labor Relations Board (June, 1950)

In this case the National Labor Relations Board dismissed the complaint against the IBEW and held that it would not assert jurisdiction of a school construction job amounting to \$121,721 although the non-union electrical contractor performed approximately 25 percent of his annual business outside the State.

In the Matter of Al J. Schneider, Inc.; IBEW Local Union 16—National Labor Relations Board (November, 1949)

IBEW Local Union 16 picketed a school building project at Owensboro, Kentucky, because of the employment of a non-union electrical contractor by the Owensboro Board of Education. The National Labor Relations Board dismissed the complaint and held that Section 8 (b) (4) (A) did not apply because the school board is a political subdivision and, therefore, not subject to Section 8 (b) (4) (A). This ruling applies only to cases where the electrical contract is let directly by the school board or other political subdivision.

In the Matter of Public Service Company of Colorado; IBEW Local Union 1136 — National Labor Relations Board (April, 1950)

The trial examiner in this case ruled that a clause in the agreement between the local union and the company providing for the support of the collective bargaining agency by non-members of the union, pursuant to which a discharge occurred, was a violation of the Wagner Act. The National Labor Relations Board reversed the trial examiner and held that the support money provision was

valid under the Wagner Act. No ruling has been made as yet on the status of such a clause under the Taft-Hartley Act. The I. O. participated in these Board cases.

Legal services were also furnished or provided by the I.O. in representation proceedings before the National Labor Relations Board which arose out of organizing campaigns of the International in the electrical manufacturing, light and power, telephone and other industries. Memorandums of law have been supplied for the consideration of officials of the National Labor Relations Board in determining whether to dismiss unfair labor practice charges against local unions of the Brotherhood and legal assistance has also been furnished in cases before the State and Canadian Courts.

Wage and Price Controls

It is obvious wage controls could be placed into effect in the construction industry in one of several ways: (1) General wage controls for all industry are now required by law at the same time that general price controls are imposed. (2) Selected price and wage controls in a single industry could be invoked under the law. (3) Apart from any law a voluntary program of wage stabilization might be undertaken as was done in the stabilization agreement of May 22, 1942, during the last war.

At the present time it appears that wage controls are unlikely in the construction industry in the immediately foreseeable future. (1) General price and wage controls are not apt to be imposed until other methods of controlling inflationary pressures have been tried and have been shown inadequate. Voluntary appeals to control prices probably will not work if inflationary pressures are strong. Credit controls and higher taxes are also likely to precede total wage and price controls.

(2) The difficulties of applying price ceilings to construction work make more unlikely the imposition of wage ceilings in this industry under the new law. During OPA days a formula type of

price ceiling was developed in construction, fixing the bids or prices which contractors could accept. This formula was determined for any contractor by OPA ceiling prices on materials, wages as approved by the Wage Stabilization Board, and a base period profit margin. The absence of price controls on building materials prices renders ineffective any formula pricing on construction now, and at the same time makes wage controls less likely.

(3) The voluntary stabilization of wages in construction in May, 1942, was accomplished in the grave crisis after Pearl Harbor and in the face of the imminent probability of wage controls being imposed by government. These conditions are not parallel today. The changing inflationary picture, however, merits the close attention of all members and officers of our union. Substantial further inflation will certainly result in the invoking of general wage and price controls.

Resolutions Adopted by the 1948 Convention

The following is a brief report of the action of the International Office in compliance with the action of the 1948 Convention in the adoption of the indicated resolutions:

Resolution No. 5:

During the intervening sessions of Congress the purpose of Resolution No. 5 was impossible of accomplishment. However, administratively, the situation is being partially improved gradually by the Navy Department through the installation of Navy officers with industrial electrical engineering background. It is conceivable that with imminent potentialities of war existing during the past two years Congress was not amenable to persuasion in the matter covered by this resolution.

Resolution No. 7:

Communications were forwarded to the business managers and financial secretaries of all local unions urging the members, their families and friends to register and vote and informing them of

the necessity for individual action as free American citizens interested in and concerned with the welfare of our Nation and also urging voluntary contributions for Labor's League for Political Education.

Numerous articles have appeared in the Electrical Workers Journal emphasizing the value of individual effort in this direction.

Our legislative representative, combined much effort with that of representatives of other labor organizations on Capitol Hill. Despite every effort failure was met with in the endeavor to have the Taft-Hartley Law repealed in the 81st Congress because of an incongruous alliance of reactionary Republicans and horse-trading Democrats. The only hope for correction of the Taft-Hartley evil lies through those in Labor having representatives elected to Congress who at once recognize the justice of labor's cause and the unholy determination by certain elements of society to bind wage earners with chains of enslavement.

Resolution No. 10:

Purport of this resolution was given serious consideration and approached from the angle of possibilities of accomplishment of purpose. The conclusion was reached that the desired result would be facilitated through cooperation of the utility electric and power companies and that obtainment of such cooperation should be indicated before organization among our members was attempted. The matter could then be proceeded with on a joint sponsorship basis under a carefully formulated plan. This can be readily understood when the various types of construction practiced by utility and power companies, employing our members, are considered with other types of construction made use of by companies not organized. Procedure consistent with the above has been inaugurated but progress to date indicates a greater length of time will be required.

Resolution No. 11:

The IBEW legislative representative combined endeavors with

the legislative representatives of other labor organizations in supporting Public Law No. 171, which was approved July 15, 1949. This law establishes a National Housing objective of a decent home for every American family. It provides federal aid for slum clearance projects and low rent housing projects, as well as federal assistance for the construction of decent, safe and sanitary farm dwellings. It authorizes the building of 810,000 low rent housing units over a period of six years, for the use of American families with small incomes. It is also designed to stimulate the private building industry to construct more than one million housing units each year to overcome the severe housing shortage in the United States.

Resolution No. 14:

Senator Douglas, Illinois, introduced Senate Bills 3394 and 3395 and others introduced legislation to cut annual leave from 26 days to 20 days each year and sick leave from 15 days to 12 days. Other legislation was proposed to abolish the privilege of accumulation of leave and to make it mandatory that all leave be used up by December 31, 1950. The IBEW and other government employee unions vigorously and successfully opposed this legislation and will continue to oppose similar legislation which is in preparation for introduction in the next Congress. The attempts referred to above, resulted in failure for the sponsors of such legislation because of the opposition developed by government employee groups. None of the above mentioned bills succeeded in getting past any committee in either House of Congress.

Resolutions No. 19 and 20:

Public Law No. 734, as approved August 28, 1950, is known as the Social Security Bill. As approved, the bill increases the average social security benefit from \$26.00 per month to \$45.00, and extends coverage to about 10 million more workers, including federal employees hired on "force account" and such other federal employees who are not presently covered by some

kind of retirement plan. It increases tax rate to 2 percent in 1954, to 2½ percent until 1960 and gradually increases to a maximum of 3½ percent in 1970. It also taxes the first \$3600.00 earned per year instead of the present \$3000.00.

The legislative representatives of many of the labor organizations including our own, made much effort in connection with the desired improvement in the Social Security Bill. Their success is attested by the above brief description of results. However, it was impossible to accomplish the desired improvements indicated in resolutions 19 and 20.

Resolutions No. 21, 22, 23, 25, 27 and 28:

These resolutions requesting organization in the Lamp and Lampshade Industry, the Wholesale and Jobbers Industry, Wire and Cable Industry, and Armature Winding and Motor Repair Industry, have been complied with since, as well as prior, to their adoption by the 1948 Convention. There has been no concentrated effort or special assignment of representatives to organization in the respective fields. The intensive program of organization in broader fields did not permit comparable effort in the classifications described at this time. The manufacturing plants and factories in most of these fields are not so concentrated as to enable an International Representative to profitably devote time to the purpose without sacrificing effort in some paramount directions. This, of course, does not mean the employees in such fields should not be organized but it does mean that until other organization programs are concluded organization efforts in these fields through the International Office must be limited to the encouragement of and arousing the interest of the local unions.

Progress has been made in the organizing of the Lighting Fixture Industry. A number of new agreements have been negotiated covering fixture manufacturing firms previously operating on a non-union basis. Among this number is the well known Benjamin Fixture Company where the IBEW

is now recognized as the exclusive bargaining agency for its employees.

Resolution No. 26:

The American Federation of Labor has been giving much thought and consideration to the adoption of the 30-hour week program. To date no progress has been made in the direction of accomplishment. This is not to say that we should not pioneer in establishing conditions. It is said, however, with the courage of conviction that definitely we should refrain from launching into a program that is untimely, as well as non-feasible, and experience defeat that will result in discouragement of a later effort at a more appropriate time and under circumstances more conducive to success. Some few of our local unions have established, during times of depression, conditional 30-hour work periods. These work periods are conditional upon percentages of unemployment in given territories. It is a constructive procedure, but it does not justify local unions claiming they have a 30-hour week work period nor does it justify the convention adopting a resolution recommending a 30-hour week to be observed at this time by all of the local unions affiliated with the International Brotherhood of Electrical Workers.

Resolution No. 29:

The subject of paid vacations has been covered in other portions of this report. From time to time articles have appeared in the official Journal bearing upon the subject encouraging and promoting the idea.

The first "Resolve" of this resolution suggests the distribution of sample agreements for paid vacations. The non-feasibility of such procedure at this time is clearly pictured by this report under the caption of "Construction Branches."

Resolutions No. 30 and 38:

The objectives of Resolutions No. 30 and 38 have been attained.

Resolution No. 40:

This resolution has been complied with in the manner illus-

trated in this report under the caption "Telephone Industry."

Off Shore Territorial Jurisdiction

In the *Panama Canal Zone* our local unions have maintained progress indicated by an increase in membership of better than 6 percent and as local unions of government employes the members enjoy virtually 100 percent organization. They have benefited by moderate increase in wages since our last convention.

In *Alaska Local Union No. 1550* has been chartered bringing the total local unions in Alaska to 5, and a general increase in membership of better than 10 per cent.

In the *Hawaiian Islands* we have made greater effort and I am convinced greater progress than any other AFofL labor union. A native has been appointed as an International Representative with a very prominent beneficial result. It must be recognized that there has not been a great deal of construction work in the Islands since our last convention.

Political Situation

In the field of political activities the members of the IBEW are again manifesting the interest of citizens in good government to an extent not equaled by the members of any other labor organization. This correct and proper statement, however, must not be misconstrued to indicate that any lessening of effort is wise. As a matter of fact, because of the desperate need of improvement in government laws, doubling and then again doubling of effort is warranted. Our members as individual citizens have again led by a wide margin the members of other labor organizations in financial contributions to Labor's League for Political Education.

Financial contribution is not only an essential but a necessary manifestation of interest. But financial contribution of itself alone is not sufficient. Fulfilling the duty of every American citizen to exercise his franchise, to register as a voter, to vote, to interest his friends in and convince his acquaintances of the qualifications of

candidates and to make the proper choice of candidates, is equally, if not more important than financial contributions.

More and more each day it becomes clearly demonstrated that government is increasing activities in the economic lives of the constituents. This is inadvertent in some instances, in other instances it is the result, of a deliberate intention by certain elements to regulate the economic life of other elements to the advantage of profit and prosperity for some at the cost of sub-human standards of living to others.

Our country today is taking the lead in the fight for freedom from enslavement of peoples throughout the world. In this fight for freedom no organization or groups of citizens have contributed more or served as effectively as a bulwark against international gangsterism, known and identified as communism, than the American Federation of Labor. This is a contribution by labor with which most people are unfamiliar. Despite this fact, however, we must have the courage of our convictions and charge truthfully, factfully and undeniably, that there are representatives whose voices in the halls of Congress today are being, and have been, spent in the effort to deny labor and those who labor, the God-given inherent rights of American citizens.

Building Trades Department Affiliation

In the introductory section of this report your attention is called to our jurisdiction being encroached upon. You are also advised of my intention to apprise the convention of the seriousness of the effect of such procedure and to request the convention to give serious consideration to and approve the remedial measures that I recommend in this report.

In reporting to the Twenty-third Convention, you were informed of the situation in its then present stage. You were also requested to give serious consideration to a proposal authorizing the International President to withdraw the International Brotherhood of Electrical

Workers from the Building and Construction Trades Department and jurisdictional disputes agreement. The Committee on the International President's report recommended that the Report of the I. P. be accepted and the report of the committee was adopted. However, there was no proposal submitted to the convention.

I must now report to you that we have patiently endeavored during the period intervening between conventions to properly protect our jurisdiction under the plan adopted by the Building Trades Department. Due to highly capable and commendable presentation, the score is 17 favorable and 8 unfavorable decisions to the Electrical Workers. This score, however, cannot be viewed as a score in baseball, games or other athletic contests. We did not participate in a single case before the Board unless we were convinced that the case involved an encroachment on our jurisdiction. We had, and still definitely have, firm convictions that the 8 cases lost constituted 8 instances in which the rightful earning opportunities were denied members of the Brotherhood. Accordingly, on the basis of the number of cases, we were denied one-third of our rightful jurisdiction.

The jurisdiction of each labor organization affiliated with the American Federation of Labor is generally but thoroughly comprehensively designated in the charter granted.

In the past when the American Federation of Labor was disposing of jurisdictional disputes involving organizations affiliated with the Building Trades Department, charter definitions of jurisdiction were recognized and respected. However, since the creation of the Building Trades Department, the tendency has been increasingly prevalent to assume prerogatives of the American Federation of Labor itself without authority for so doing and without ever being granted to the Building Trades Department.

In the process of rendering jurisdiction dispute decisions I am frank to say that the awarding of

(Continued on page 94)

REPORT OF THE

International Secretary TO THE 24th CONVENTION

By J. Scott Milne

To the Officers and Delegates of the Twenty-Fourth Convention of the International Brotherhood of Electrical Workers.

In bringing you my report as International Secretary of our Brotherhood, I should first like to extend cordial greetings to each of you.

This report is made to you and through you, to every member of our Brotherhood, in accordance with Article III, Section 5 of our Constitution, and covers the period from July 1, 1948, when my last report was made to you, to July 31, 1950.

A General Summary

Article VI of our Constitution describes fully the duties and responsibilities of the International Secretary. I have tried to the best of my ability to live up to these duties and responsibilities to the letter and should like to outline for you here, point by point, the methods and procedures followed. This will be an outline only—a general summary. However, it is my desire to give you a complete report of all that has transpired in the Secretary's Department since our last Convention and therefore I have again asked our supervisors to summarize for you the work of all our departments. Their more detailed reports will follow my general one. I should like to say here and now that we have tried to do a good job. I think you will find that much has been accomplished since our last Convention and that in general our service to the Brotherhood has been satisfactory. This could never have been accomplished without these supervisors and all our em-

ployes who worked with them. Only the supervisors' names appear, but it is only by the concerted effort of every member of the staff, and they have worked long and faithfully, that we have been able to accomplish anything. I should like to mention here too, the good work of my assistants in the International Office, William W. Robbins, Howard P. Wright and Donald Fancey.

I wish to mention also the work of the International Secretary's stenographic pool. Volume of correspondence in our department has been greatly increased and we have tried to give quick, efficient serv-

Proceedings of the last Convention. These were carefully compiled and edited and indexed as completely as possible. Action on resolutions and Constitutional changes are given at the end of each with the page reference for your convenience. With regard to other important papers, they have all been carefully preserved at the International Office in our files and vaults. We have had countless documents microfilmed and the film stored in fireproof cabinets, thus making our records secure and conserving space at the same time.

Archives Collection

And speaking of our important records, we should like to mention here, the growth of our Archives collection. This living record of the history of our Brotherhood is slowly but surely expanding. Since our last report to you, with the fine cooperation of our locals and individual members we have added many items to our collection. With the exception of a very few items still missing, we have a full set of *Journals* from Volume I, No. 1, published in 1893 to the present day, all official Convention pictures from 1891 on, all Convention badges from the very first up to the ones you are wearing today, all Convention Proceedings, Officers' Reports and Constitutions from our inception up to the present. We have many other interesting pieces in our collection also, among them interesting early electrical fixtures and equipment, as well as pictures, programs, news clippings, receipts, etc. which have a special meaning to members of the I.B.E.W. We have set up a permanent file for every local union in our Brotherhood. Into



ice to every request. The stenographers and typists have done good work under the able supervision of my present secretary, Miss Bernadine Quinn and my former secretary, Mrs. Doris Fancey.

My thanks go to every person on my staff. I am grateful to them for all the help they have given me.

The first duty of the International Secretary listed in Section I of Article VI of our Constitution is stated thus: "To keep correct records of the proceedings of the International Convention and preserve all important papers of I.B.E.W. business." You have the

these files we are placing all photos, news clippings, anything old or new concerning our members. Current material will be valuable archive material some day so we are assembling it now. Labor papers from all over the country are scanned daily for items of interest concerning our locals or individual members, clipped and placed in their proper local union file.

We hope that these files and the general material in our display cases will prove an ever-growing source of pleasure and interest to all visitors to the headquarters office. I should like to publicly thank all locals and members who have made our collection possible. In this regard we should like to mention that certificates of thanks have been designed and are inscribed in decorative script for issue to all donors of Archives material.

Financial State Good

Section 1, Article VI of our Constitution further states the duty of the Secretary with regard to deposit of funds in banks approved by the International Executive Council and Section 3 empowers him to make investments of I.B.E.W. and pension funds, subject to the approval of the I.E.C.

In this regard, I should like to make a few comments. You will see in the International Treasurer's report, our audit with full details. You can see the healthy state of our finances and will note that the auditors find all details of our bookkeeping in good order.

All money is kept in banks approved by the I.E.C. and in accord with the Constitution a bank account was opened at the Florida National Bank and Trust Company in the City of Miami, to cover all Convention expenses.

Pension Plan

No comment on our finances would be complete without mention of that subject which is of such keen interest to us all—our Pension Plan. The number going on pension is increasing steadily. At the end of 1947, we had 2928 persons on pension. In June of this year there were 3775. The increase is not alarming when we



Secretary Milne

consider our growth in membership over the years, but we must be mindful of our responsibilities to our long-time members and constantly seek to strengthen and secure our Pension Plan. In this regard we have made progress since our last convention. The continued cooperation of our employers in the National Electrical Contractors' Association and their collection of the one percent for the Pension Benefit Trust Fund has been the greatest factor in stabilizing our plan. In the spring of this year, a drive to get our utility companies to cooperate with us on the pension was begun and has met with success in several utility companies. We hope the plan will spread and many more will come in with us. Revenues to the Pension Fund have also been increased by the assessments paid by most of our Canadian locals in an attempt to compensate for the lack of contributions from Canadian contractors, and also by the additional sums added by the number of "B" and "BA" members who

have changed over to "A" membership.

One additional factor contributing to stabilizing of our Pension Fund was the arrangement made in June 1950 with the N.E.C.A. providing for the payment of Canadian pensions out of the Pension Benefit Trust Fund.

So much for comment on the financial side of our Pension Plan. To me and I know to you delegates too, discussion on our Pension Plan cannot be confined to a statement of dollars and cents. It is a living, vital part of our Brotherhood and one of the finest things that has ever come out of our banding together in a union. I wish you could read the letters that come into our office daily, so that you too might know what the pension means to the old-timers who built our Brotherhood. Space will not permit voluminous quotes, but read an excerpt or two picked at random from our files of recent correspondence.

From An 84-year Old

From a member in New Jersey: "I consider our pension plan the best that any organization has adopted and feel that I have been very fortunate to share in its benefits so many years. I am 84 years of age and unable to earn a living, but with care can live comfortably."

From Amarillo, Texas: "The pension I am receiving from the I.B.E.W. means the difference to my wife and myself between just getting by and being comfortable."

An old-timer in Missouri says: "No need to tell you how thankful we are for the monthly pension check as it is our only means of livelihood."

Another Texan writes: "It sure is good for an old man to know he is going to get \$50 every month."

Those are just a few of the hundreds of heart-warming comments that reach your International Office and make us know we've got to keep faith with these, our old Brothers, and work constantly to preserve and stabilize our Pension Plan so we may never fail one of these or any other who looks for-

ward to sharing the promised benefit.

The next duty of the International Secretary set down in your Constitution states that he must keep a record of all members and the correct financial account of every local union with the I.B.E.W.

These records are being kept very carefully and we have tried very hard in the past two years to keep on a current basis in making our per capita reports to the locals—that is, have all reports credited, posted and returned to our locals within 30 days. Report of the Recording Department will bring you the details of our progress in this regard. Our "Suspense Account"—name applied to that money which has been received in the I. O. but must wait posting by the Recording Department before it can be credited to its proper account by the Bookkeeping Department—has not increased excessively in lieu of our increased membership of approximately 50,000 and our changeover of many "B" and "BA" members to "A".

We are endeavoring to simplify the record keeping and bookkeeping work both in our own offices in Washington and in the offices of our local unions.

Improvements Made

Certain improvements have been made so far and others are in the formulation process. Our system of overprinting receipts and filling in all items except the member's name and card number is working well in many of our locals, being best suited to those in the utility and manufacturing fields where members often pay dues by check-off. It has been found that this type of receipt saves 80 percent of the time formerly required to fill out the basic receipts.

We are now in the process of consulting with several companies on a system of punch card operations for local unions whereby machines will make out receipts for members, copy for the I.O., post standing to a ledger sheet and in general keep the members' records.

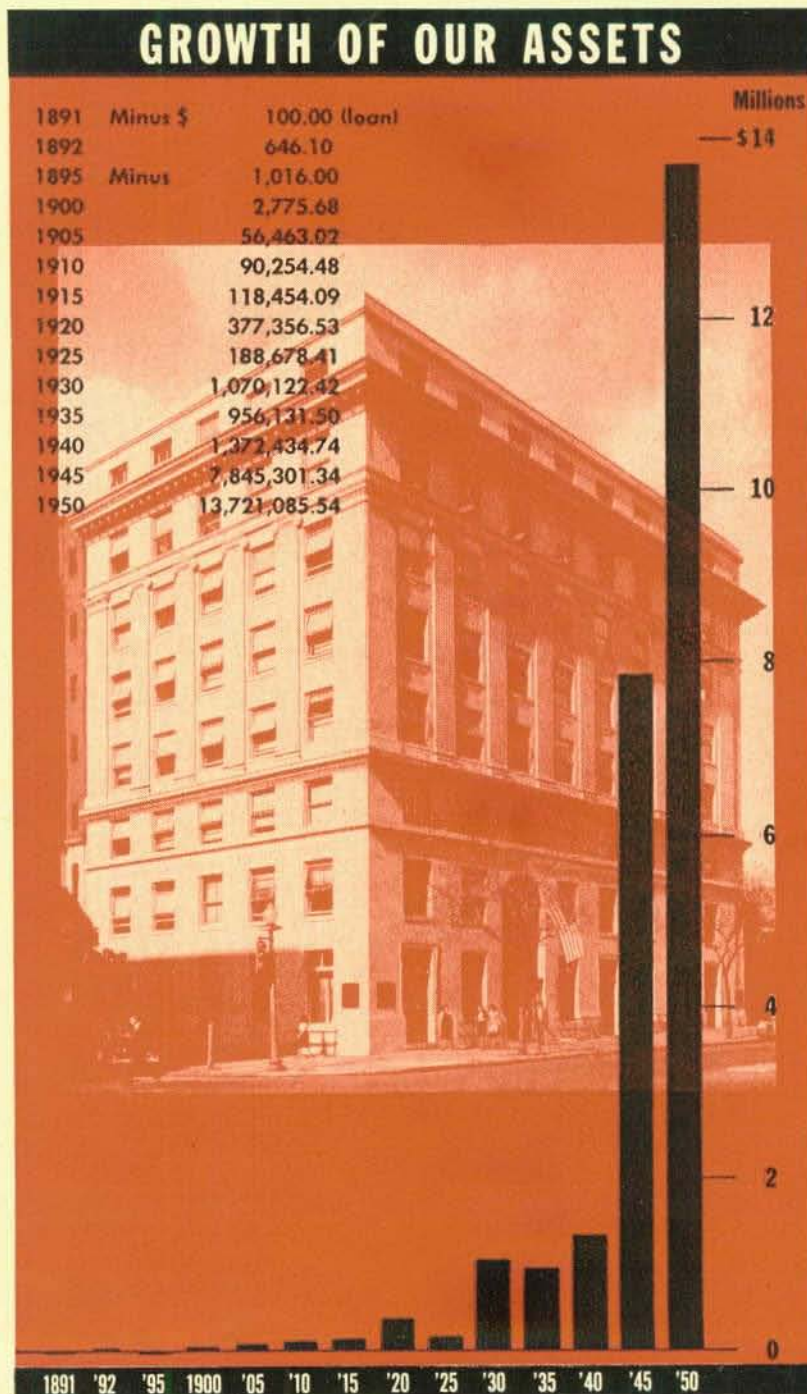
After much investigation and discussion, it has been determined, and contracts are already under way to install a punch card system

in the I.O. covering certain information on all our "A" members. We feel that this is necessary because of our Pension Benefit Fund. We are required by law to submit to the Treasury Department an actuarial report every two years, as it applies to the National Electrical Benefit Fund. The N.E.B.F. has no means of supplying this information and the I.B.E.W. having all records of those eligible for pension must supply the information. Yearly also, we must supply the number of our

members eligible for death benefits to fulfill requirements of the insurance laws of the District of Columbia.

Installation of this punch card system and maintaining of up-to-date records on it will enable us to supply all required information in a short space of time, rather than in a matter of weeks involving tedious labor and requiring the complete attention of the majority of our most experienced clerks.

In an effort to be helpful to financial secretaries and other of-



fiere making reports to the I.O. we have made a study as to the use and intent of many of the present forms furnished by our office. Many of these forms had their inception many years ago and are now being used for entirely different purposes than when originally designed. Each of these forms has been redesigned to provide for the necessary information required by this office and by the Constitution. Routine circulars have then been written covering the purpose of the form, its use and dispatch. These have been mailed to the financial secretaries of all our locals as they were issued.

More Will Be Done

It is the hope of the secretary that more will be accomplished along these lines to help our financial secretaries who have a big and important job to do which is time-consuming, and in many cases performed for no compensation.

In the Progress meetings I have attended in the past two years, I have met with many financial secretaries of local unions and out of these meetings have come many ideas and suggestions. We hope to develop a Financial Secretary's Manual which will cover in detail the duties of financial secretaries and the bookkeeping procedures and work plans for their guidance. The manual is planned as a loose-leaf type, and as changes may develop new sheets for the book can be issued.

It is also the hope of the Secretary that in the coming years all financial secretaries can meet with the I.S. and his staff one day ahead of all Progress meetings to go over matters affecting their mutual work.

To continue with the duties of the Secretary as stated in our Constitution the next listed duty concerns charters. This work has been carried on in accordance with the Constitution and since our last Convention 133 new locals have been chartered, 111 in the United States and 22 in Canada.

The next duty instructs the I.S. with regard to the editing and publishing of the official *Journal*. In this regard I have tried to carry

out the policy of our Constitution and the wishes of our membership and to turn out a readable, attractive magazine which would truly interest our members. If we have made progress, we have been greatly aided by the members themselves—by their contributions, comments, suggestions and encouragement.

Our Constitution requires publication of our annual audit in the September issue of the magazine yearly. This has been done.

Other duties stressed by the Constitution require publication of a local union directory, furnishing a correct record of the Convention vote to the I.E.C. 15 days prior to the month in which the Convention convenes, and the posting of bond. All these requirements have been met.

Provision is also made for the taking of referenda votes. There have been no referenda votes since our last Convention.

There are other services not mentioned in the Constitution which the Secretary feels it is his duty to perform.

Help for Organizers

One of these embraces giving as much help to our organizers and local unions as possible. The work of the Research Department is devoted in large part to providing as much help to unions and our representatives engaged in negotiations as possible. In addition the Secretary's Department has tried to provide other assistance, for example the lists of the numbers of all "A," "BA" and "B" members which are furnished to each vice president for the local unions in his district quarterly.

Since our last convention four new organizational pamphlets have been issued and more than 150,000 of them distributed. In addition a fifth pamphlet which was a complete revision of an old one was set up with new illustrations and art work and issued. Several other pamphlets are under way for issue in the near future.

Posters of our emblem in full color in three-foot and one-and-a-half foot in diameter sizes, have been executed by silk-screening

process and are available for the use of our local unions for union label shows, anniversary celebrations or any display use they might have for them.

Decals of our emblem for use on windshields of cars or other purposes have been made up with the promotional angle in view.

In line with a campaign to get our members to work safely, safety covers have been run in the *Journal* and reprinted on heavy cardboard for the use of our local unions.

With the idea in mind to help our members by promotion of the union label, we have done all we could to push our own union label goods as well as that of our Brother and Sister members in the A. F. of L., by three methods: (1) participation in the yearly A. F. of L. Union Industries Show (1949, Cleveland — 1950, Philadelphia); (2) by feature stories in our *Journal*; (3) by distribution and display of our union label.

We would like to make mention here of the public relations policy as promoted by the Secretary's Department. While believing that our union and its accomplishments speak for themselves, we have attempted to promote our organization by providing literature and display material in every instance where it was requested; by answering numerous letters and sending information to all students and others requesting it; by means of our complimentary mailing list of the *Journal*; by articles in the *Journal* and by attendance and participation in various meetings and conferences.

Political Work

Our department has worked, as has the President's Department, on the political action campaign and the promotion of Labor's League for Political Education.

With an eye to the future and anticipating needs of our locals and members, we are building up files of source material—historical data, job studies, pension information, labor reference books, etc. We now receive in our office the official publication of every national and international A. F. of L. union.

At the last convention, the Secretary was instructed to do certain things. I wish to report that these have all been done according to the delegates' instructions. I should like to make special mention of one of the motions passed at the last Convention. This was the one which authorized the Secretary to design a suitable scroll and pocket card to present to I.B.E.W. members going on pension. A certificate bearing our seal in gold, and a replica in a pocket card enclosed in a plastic case, which we thought was attractive in color and style, was designed and has been inscribed in decorative script and issued monthly to our pensioners with their first pension check. In addition scrolls and cards were inscribed for our more than 3000 members currently on pension and sent to them. This was a splendid idea on the part of the 1948 Convention delegates who passed the resolution and particularly of Local 11's delegates who proposed it. According to the many letters received, this little gift brought much pleasure to our old-timers. As one old fellow put it, "It is good to know we're not forgotten." Another said "I'm so proud of my scroll which calls me a faithful member of our Brotherhood. I have framed it and hung it in my living room for all to see."

This certificate idea has spread to other fields too. We now have honor scrolls and cards intended for award by local unions to their members, with pins designating their years of service. These are also inscribed in the International Office.

Honor Pioneer Members

In addition, pins, scrolls and pocket cards, as well as testimonial letters have been designed and issued to our members with 50 years standing in our Brotherhood. To date 225 have been presented with these tokens of honor.

Another certificate inscribed and issued from our office is the attractive apprenticeship certificate bearing the industry seal and signed jointly by I.B.E.W. and N.E.C.A. representatives.

Since April of last year approxi-

mately 21,000 certificates and cards of the various kinds have been inscribed in the Secretary's Department, signed by myself and President Tracy (in the case of the Pension and 50-Year Awards) and mailed out.

There was one duty assigned me by the delegates to our 1948 Convention which has not been completed, but which is underway and will be finished soon. I refer to the resolution regarding a theme song for our Brotherhood, which matter was referred to the International Secretary. Your International Secretary is anxious to have such a theme song developed and has given consideration and time to it. A song was developed entitled "Onward Brotherhood." However, this did not come up to the standards we desired and so we are not going to present it to you. We are now working on a song, words for which will be written at the International Office and which we plan to have a professional song writer set to music. As soon as such a song is available, sheet music and a record will be forwarded to every local. I am sorry this is not available now.

According to convention action, all changes authorized by the delegates were made in our Constitution. It was revised, changes coordinated in all sections, corrected to the best of our ability, printed and sent out to our locals within a 30-day period from the close of the convention.

This year I have other changes to recommend for your consideration here and I respectfully request that the delegates authorize your International Officers to see that all changes in our Constitution as adopted by amendments passed at this Convention, be made and that these changes be incorporated into every section of the Constitution where applicable, so that every part of our Constitution will be in conformity.

Recommended Amendments to the Constitution

OBJECTS

Our Objects (page 5 of the Constitution) now read:

"The objects of the Interna-

tional Brotherhood of Electrical Workers are: To organize all electrical workers into local unions, to develop and to maintain a higher standard of skill, to encourage the formation of schools of instruction for teaching the practical application of electricity and trade education in general, to promote reasonable methods of work, to cultivate feelings of friendship among those of our industry, to settle all disputes between employers and employes by arbitration (if possible), to assist each other in sickness or distress, to secure employment, to reduce the hours of daily labor, to secure adequate pay for our work, and by legal and proper means to elevate the moral, intellectual and social conditions of our members, their families and dependents, in the interest of a higher standard of citizenship."

The above was written many years ago. Parts of the wording give the impression that this is an organization of skilled electricians *only*. Complaints have been made about this by officers of some of our local unions having other classification of members. Besides, some of the wording causes misunderstanding during our organizing campaigns.

Therefore, I recommend that our Objects be amended to read as follows:

"The objects of the International Brotherhood of Electrical Workers are: To organize all workers in the electrical industry into local unions, to promote reasonable methods of work, to cultivate feelings of friendship among those of our industry, to settle all disputes between employers and employes by arbitration (if possible), to assist each other in sickness or distress, to secure employment, to reduce the hours of daily labor, to secure adequate pay for our work, to seek a higher and higher standard of living, to seek security for the individual, and by legal and proper means to elevate the moral, intellectual and social conditions of our members, their families and dependents, in

the interest of a higher standard of citizenship."

ARTICLE II

Section 9 states that the per capita vote to which each local union is entitled at our conventions is based on members in good standing "90 days" prior to the first of the month in which the convention is held.

It would be helpful and would simplify matters to change the "90 days" to "three calendar months." Therefore, this change is recommended.

ARTICLE III

Section 1 provides that one of our 12 Vice Presidents shall be selected from the District of "Dominion of Canada, Newfoundland."

As Newfoundland is now a part of Canada, it is recommended that the word "Newfoundland" be deleted.

ARTICLE IX

Section 10, in the eighth paragraph thereof, provides that an Executive Council member shall be

selected from the "Dominion of Canada, Newfoundland."

As Newfoundland is now a part of Canada, it is recommended that the word "Newfoundland" be deleted.

ARTICLE X

Section 9, 10 and 11 read:

"Sec. 9. If at any time the General Fund falls below \$20,000, the I. P. shall levy an assessment of \$1 on each male and 50¢ on each female member of the I.B.E.W.

"Sec. 10. If at any time the Defense Fund falls below \$20,000, the I. P. shall levy an assessment of 50¢ on each male and 25¢ on each female member of the I.B.E.W.

"Sec. 11. If at any time the Pension Benefit Fund falls below \$1,000,000, the I. P. shall levy an assessment of \$1 on each "A" member of the I.B.E.W., except those on pension."

The above provisions have been in the Constitution for well over 30 years, except Section 11 which was included when our Pension Fund was created over 20 years ago.

However, no I.B.E.W. President has ever levied an assessment even though the funds mentioned had fallen well below the minimum amounts stated.

We doubt that any President would ever exercise such authority—and that any assessment would ever be levied without a majority vote of the membership.

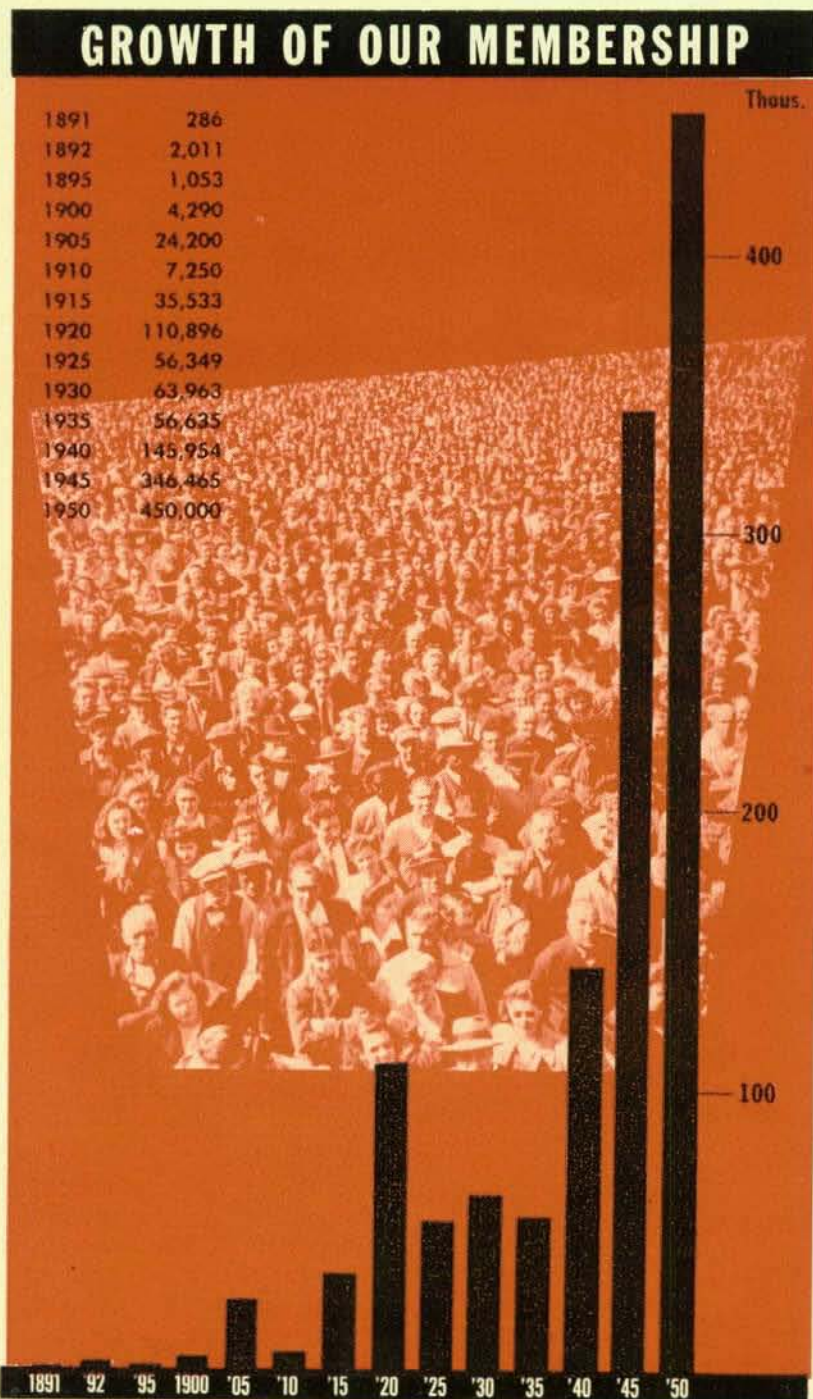
Besides, the above provisions are often used against us by our opponents in organizing campaigns. For these reasons, it is recommended that the three sections be deleted from the Constitution.

ARTICLE XII

Section 2 now provides—

"Any A member, who has attained the age of 65 years, and who has been a member of the I.B.E.W. in continuous good standing for 20 years immediately preceding his application, shall be eligible for pension benefits . . ."

The question has arisen that this does not prohibit a B or BA mem-



ber from belonging for 19 years and then transferring to the A membership. After one more year, it is claimed he would be entitled to pension benefit if he had reached age 65. Therefore, it is recommended that this section be amended to read:

"Any A member who has attained the age of 65 years, and who has been an A member of the IBEW in continuous good standing for 20 years immediately preceding his application, shall be eligible for pension benefits . . ."

ARTICLE XII

Section 2—Sixth Step (Page 28).

Many of our local unions have complained that the B and BA members hesitate to transfer to the A membership because they can remain as B or BA members until 45 years of age and then pay the A dues for 20 years and enjoy our pension benefits. It has again been suggested that a graduated plan be put into effect.

After much consideration—and wanting to give all B and BA members an opportunity to transfer to the A membership and take advantage of the 20 years continuous standing requirement as of this date—I now recommend the following changes apply as of January 1, 1951. (All present A members would be covered under the 20-year provision as now written. Any new A member—or B or BA member transferring to A after January 1, 1951—would come under the recommended plan):

"Sixth—The I.S. shall authorize for each member initiated prior to January 1, 1951 and admitted to pension benefits, \$50.00 a month.

The I.S. shall authorize for each member initiated or transferring from B or BA membership to the A membership on and after January 1, 1951 and admitted to pension benefits, the following amounts—

1. A member who has 20 years continuous standing immediately preceding his application for pension, \$30.00 a month.

2. A member who has 25 years

continuous standing immediately preceding his application for pension, \$40.00 a month.

3. A member who has 30 years continuous standing immediately preceding his application for pension, \$50.00 a month.

The I.S. shall also pay, from the pension benefit fund, the per capita tax of each member on pension as provided for in this article and as provided for in the Employees' Benefit Agreement, first made September 3, 1946.

Any member who accepts a pension payment for any particular month, as provided for in this Constitution, shall thereby cancel any claim for pension benefits he may have for the same month against the Pension Benefit Trust Fund as established by the Employees' Benefit Agreement."

INFORMATION AND RECOMMENDATION

The Treasury Department, in giving approval to the Employees' Benefit Agreement which is the agreement entered into by and between the National Electrical Contractors' Association and the International Brotherhood of Electrical Workers (commonly referred to as the One Percent Agreement) provided that an actuarial study would have to be submitted to the Treasury Department every two years.

The firm of Wyatt and Company has been employed to make this study. The records from which the study will be made can be secured only from the I.B.E.W. When the actuaries interviewed us on this matter and discussed the necessary work, it became apparent that to do a real job and one that would continue every two years, it was necessary for us to change our system of keeping records.

Therefore, we have employed the firm of Remington Rand, Inc.—effective as of September 1, 1950—to make a key punch card for each A member from which the actuaries can make their survey. In addition, the same cards will be used for making reports to the various Insurance Commissioners

of the States in which the Electrical Workers' Benefit Association is licensed.

The Remington Rand Company will complete their work by February 1, 1951. The actuaries estimate that it will take them four months to complete their report.

Therefore, I recommend that all proposals affecting the Pension Benefit Fund be referred to the incoming officers and Executive Council for a special study and that a referendum vote be submitted to the A membership not later than August 31, 1951.

ARTICLE XIII

Section 2 in its last paragraph provides that an amount not to exceed \$300.00 can be advanced for the decent burial of a deceased member when a beneficiary cannot be located. We have had cases where the beneficiary has been located but was a minor. Before the court procedure could be gone through to make the payment effective, two or more weeks have often elapsed. There are other contingencies that arise in connection with the same paragraph. Therefore, it is recommended that this paragraph be changed to read as follows:

"The amount of death benefit shall be paid as provided above, except that the I.S. may apply this benefit, or part of it, toward the decent burial of the deceased member if the beneficiary cannot be located—or if any other contingency arises which, in the judgment of the I.S. would require the burial expense to be advanced before a deceased member could be buried—the amount expended not to exceed \$300.00."

ARTICLE XIV

Section 7 now provides:

"All per capita tax due shall be in the hands of the I.S., or in the mails, on or before the 10th of the month."

Many of our local unions are collecting dues in advance. While the present section does not definitely say that the per capita tax from these dues shall be forwarded to the I.S., in all cases it has been

done. To make the section clear, it is recommended that this read as follows:

"All per capita tax collected from members shall be in the hands of the I.S. or in the mails on or before the 10th of the following month."

Section 9 provides that local unions collecting an assessment on overtime shall pay 15 percent of this to the I.S.

This is a troublesome provision and one that is not worth retaining. In the past year, this has amounted to not more than \$200.00. Therefore, it is recommended that the section be deleted and that the other sections of this article be renumbered.

ARTICLE XV

Section 2. The first sentence of this reads:

"Each charter must state the type of work and the territory or jurisdiction covered by the charter."

Our original charters did not specify the type of work, the territory or the jurisdiction covered. Every time now that a local union is allowed to change its charter—either its type of work, its territory or its jurisdiction—the charter must be returned to the I.O.

Many of the local unions have complained bitterly and some old charters that have a sentimental value have been almost destroyed in mailing.

In checking with many other AFL International Unions, we find they do not designate type, territory or jurisdiction on charters. The procedure in the last year has been to cover the type of work, territory or jurisdiction in local union bylaws.

Therefore, it is recommended that the following be substituted for the first sentence of this section:

"The type of work and the territory or jurisdiction covered by a charter must be defined in approved local union bylaws."

Section 8. This now provides that "The I.P. is empowered to charter local unions of BA or B members engaged in the miscel-

laneous branches of the electrical industry." The present policy is not to charter any new local unions for B members. Therefore, it is recommended that the letter "B" be eliminated from this section.

ARTICLE XVII

Section 7. This provides that bylaws and agreements shall be submitted to the I.P. in duplicate form for approval. Copies of approved agreements must also be submitted to the Davis-Bacon Division of the Department of Labor to have the wage rates of building trades approved for predetermination on Government contracts. Extra copies of agreements are also needed for the general files and for the Research Department. Therefore, it is recommended that this section be changed to provide that bylaws be sent to the I.O. in duplicate—building trades agreements, six copies—all other agreements, five copies.

ARTICLE XVIII

Section 10. This provides that in local union elections no member is eligible for office "unless he has been a member in continuous good standing at least two years in the L.U. prior to nomination, providing the L.U. has been in existence for this length of time."

The above does not say "immediately" prior to nominations. Some candidates, therefore, have claimed they were eligible because in previous years they did have two years continuous standing—but not "immediately" prior to nomination.

To avoid misunderstanding and dispute, it is recommended that the word "immediately" be inserted just before the words "prior to nomination."

This concludes my recommendations for changes in our Constitution.

Before concluding my section of this report and bringing you the reports of our department heads, I should like to make mention of the International Office and certain physical changes incorporated there since my last report to you. I believe that every member is a little better acquainted with the I.O. and

our employees—*your* employees—there since our "Know Your I.O." series covering all departments under the International Secretary appeared in our *Journal*.

It is the feeling of President Tracy and myself that employees can do their best work in pleasant surroundings and with good tools and equipment.

Many of the offices were enlarged and rearranged for efficiency. We have tried to improve and simplify the work just as much as possible.

When plans were made to paint all offices early in 1949, studies were made to ascertain what color was best for offices—which was most restful and caused minimum eye strain. Statistics proved a soft blue-green was best and all our offices were so redecorated. Improvements in lighting were also made and new furniture, files, typewriters and other equipment secured where necessary.

Venetian blinds were also installed to add to the attractiveness and convenience of our offices as well as some new lighting fixtures.

In September of 1948, Muzak, soft, instrumental music was installed in all offices of the I.O. Music is played one-half hour of every hour. It is much enjoyed by our employees and as we were told before contracting for it, it has a quieting effect on groups of persons working together, and we believe work production has increased as a result of its installation.

Office Workers Organized

A signed agreement is in effect between the International Brotherhood of Electrical Workers and the Office Employees International Union, Local No. 2, the labor union of which our 175 employees are members.

Since our last convention, when our employees were on a 40-hour week, we have returned to our former regular 35-hour work week, and certain salary adjustments throughout the organization were made to help to compensate for the loss of overtime.

We feel that there is a friendly spirit existent in the International Office. Our employees are willing and cooperative and relations be-

tween supervisors and employees is a pleasant and harmonious one.

With this note on the International Office I shall conclude my general summary and comments on the work of the Secretary's Department.

The detailed reports of our Department heads follow.

RECORDING DEPARTMENT

Miss Mae Bowe, Supervisor

Since our last convention report in which we explained the detailed work of keeping accurate records on all members of the I.B.E.W., our members have become more familiar with the work of the Recording Department through the illustrated account printed in our *Journal*. They all know the hundred and one details involved in keeping the records of nearly half-a-million John J. Does in 1600 local unions in good order. The work is detailed, responsible and exacting, particularly where death and pension benefits and all they involve are at stake, and the approximately 75 clerks who post and receipt reports, record initiations, transfers, etc., realize the importance of their work and strive to do a good, accurate job.

In 1948 we reported to you that we had succeeded in cutting the time lapse between the receiving of per capita in the International Office and its recording and reporting back to the local, from 12 months to two months or less and were operating on practically a 30-day schedule. We also reported that we had cut the amount in our Suspense Fund—amount of unrecipited monthly reports from \$2,402,074.12 to \$495,800.26.

We have managed during the past two years, with a few exceptions, to maintain our recording of receipts on practically a current basis. We slipped back a little during the first six months of this year for two reasons. One, a number of our experienced clerks were loaned to the *Journal* Mailing Department to aid that department in making a complete check of all members in all local unions to ascertain whether or not they were on the *Journal* mailing list. The second factor involves our E.W.

B.A. annual statement, popularly referred to here at the I.O., as the "insurance count" which is required by law every year. This count which must be absolutely accurate, requires us to take more than half of our experienced clerks off of their regular posting and recording work, and have them do the work and assemble the figures for this statement. This job involves from six weeks to two months' work and during that time our reports fall behind, our Suspense Fund mounts and it is difficult to get caught up again.

As of July 31, 1950, our Suspense Account stood at \$990,540.25. This is a sizable increase over the 1948 figure of \$495,800.26. However, we call to your attention the fact that our receipts are considerably greater now. We have had an increase of membership of more than 50,000 since our 1948 Convention. We have also had a very considerable number of our members change from "B" to "BA" and from "B" and "BA" to "A" membership thus increasing our receipt total. Our monthly receipt figure for the month of July 1948, always a heavy month for receipts, was \$703,763.18. This July 1950, it was \$1,032,912.94, an increase of nearly \$330,000. So in spite of increase in membership, increased receipts, increase of work involved in changing "B" members over to "BA," and "B" and "BA" members over to "A", elimination of practically all overtime work (there was a great deal of overtime work in 1948) the posting department has managed to hold its own.

Many innovations have been introduced into our department to help streamline and speed our work. Some of these were:

Division of the Recording Department into three sections—one under the supervision of Mrs. Mary Gaver, handles the records of all "A" locals from 1 to 150 (many of our larger locals fall into this group), another handles all "A" locals from 150 on, and the third, under Mrs. Catherine Hooker's supervision, processes all records for non-beneficial, the "B" and "BA" members.

The introduction of pre-dated dues receipts has aided not only the I.O. but local unions to cut clerical work considerably.

To simplify the work of reporting group transfers, amalgamations, mergers or changes in types of membership, forms, numbered 294 and 295 were designed and put into practice. These have cut working time a great deal and have simplified the operations involved.

Plans are now being formulated to institute a punch card system to record all information needed annually for the E.W.B.A. statement. Once the information is recorded on cards, the "insurance count," can be obtained in a matter of hours instead of weeks. This will eliminate the six weeks or more of work by our clerks yearly, as outlined above, during which time our reports fall behind.

Thus in the years ahead, with the aids here described, we hope to be able to serve our membership more quickly and efficiently than ever before.

I.O. WITHDRAWAL MEMBERS' DEPARTMENT

Mrs. Eunice Prince, Supervisor

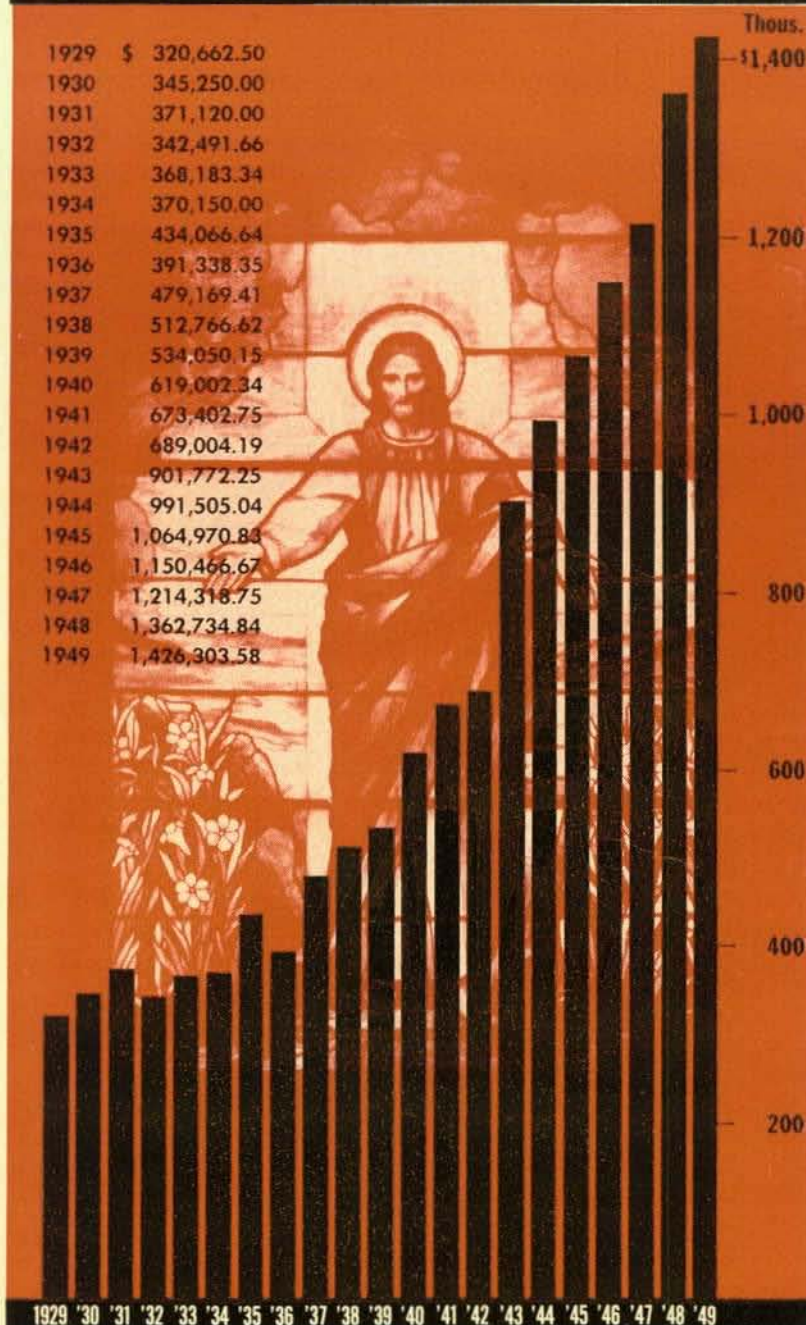
The work of this department concerns the acceptance of withdrawal cards of members who have retired from the trade and the maintenance of their records in the International Office. The work of this department has increased considerably in the two-year period since the report to our last convention.

In September of 1948 there were 10,279 members on Withdrawal Card. As of July 31, 1950, there were 12,351 Withdrawal Card members, an increase of over 2,000 members.

The volume of correspondence issued from the "I.O." Department has increased perceptibly also in the past two years. This is due in part to the fact that our local unions do not instruct members going on withdrawal of the proper procedure to follow. It would be most helpful and save much unnecessary writing back and forth if our locals would follow the set policy stated in our Constitution.

It is a gratifying feeling to the International Officers, as well as

AMOUNT OF DEATH CLAIMS PAID



to the employees of the Brotherhood that membership in the I.B.E.W. is precious to so many of our members, and regardless of any Pension or Death Benefits involved, we feel confident that the majority of members going into the contracting business or assuming supervisory positions in various concerns, would choose to keep their membership intact.

Letters from our members prove our point. Comments like these are welcome to those who love the Brotherhood:

"I am retiring from the trade, but I wouldn't give up my I.B.E.W. membership for anything. I have always pointed with much pride to my membership in this great organization."

* * * *

"If going into contracting meant I had to give up my membership in the Brotherhood, then it could just go by the board. It gives a feeling of satisfaction to belong to so fine a union as the I.B.E.W. and I'll keep my card in it till the day I die."

BOOKEEPING AND PENSION DEPARTMENT

Mrs. Elsie Burgess, Supervisor

The report of our International Treasurer which contains a detailed auditor's report on the state of our Brotherhood's finances, will prove conclusively, we believe, that your I.O. Bookkeeping Department is functioning properly and that all Brotherhood books and accounts are in good order.

Certain changes have been effected in the routine work of our department since our last Convention. These may be summarized briefly as follows:

Arrangements were made in June 1950 with the National Electrical Contractors Association, for Canadian pensions to be paid out of the Pension Benefit Trust Fund, rather than out of our Brotherhood funds as had been the practice until that date.

As of June 1, 1950, also, a Death Benefit plan was established by the International Office for coverage of its staff members, and on July 1, 1950, a similar plan went into effect for the office employees of the I.O. Maximum coverage for staff members is \$5,000 in accordance with years of service, whereas the maximum amount payable for office employees is \$1,000. Coverage of our office employees is paid entirely by the Brotherhood, while that for staff members is borne jointly by the Brotherhood and the staff members through a salary deduction.

There has been a considerable increase in the work of the Bookkeeping Department since our last Convention due to increased revenue from local unions and withdrawal card members. Also the reduction of the "Suspense Account"—the unallocated funds—has created a greater volume to be processed by our department.

We should like to mention too, a change made in recent years, regarding the payment of transportation expenses etc. for the delegates to our Convention. For both our 1948 Convention and this one, these expenses were figured and checks drawn in advance, in the Bookkeeping Department of the I.O.,

thus insuring a higher degree of accuracy and saving the time of the delegates.

With regard to our Pension Plan:

	No. on Pension	Amount Paid for Year
As of December 31, 1948	3178	\$1,917,269.20
As of December 31, 1949	3588	2,125,545.30
As of June 30, 1950	3775	1,164,786.80 (6 mo.)

The total amount paid in pensions since our last Convention report, from July 1, 1948 through June 30, 1950, was \$4,271,146.70.

CERTIFICATE DEPARTMENT

Miss Marjorie Radbourne,
Supervisor

During the two years since our last Convention, our "A" membership, carrying with it attendant benefits, has grown so rapidly, that it became necessary to set up a separate department to handle details concerning death benefits, previously handled by the Recording Department. This, we felt, was a step toward more efficient service to our members.

While the general routine for benefits both for the I.B.E.W. and E.W.B.A. is much the same, many little things have been done to conserve time in the International Office and to expedite the issuing of death benefit certificates to members of the E.W.B.A.

The new E.W.B.A. application for death benefits, Form 124, now has incorporated a waiver on former "A" membership. Our older members will recall that before such clause was incorporated, re-initiated "A" members, having been issued a benefit certificate on former membership, would have to return to the I.O. either the void certificate or a waiver before a certificate could be issued on the new membership. A member failing to return his void certificate with his application for new membership, would often hold up the issuance of his new certificate for many months and sometimes years. On the new Form 124, a reinitiated member may simply indicate, by waiver clause, that he has destroyed, lost, or never received a

certificate issued on former "A" membership.

Over 20,000 death benefit certificates have been issued this past year.

A change has also been made in contacting our members who fail to correctly state their beneficiary on application for death benefits. While each member was personally contacted by letter from the I.O., it would necessitate the member answering the letter. While we know the member intended to answer, he often failed to do so. We still contact each member, but we now word our letter so that the member will give the necessary information on the same letter (usually a word or two serves the purpose) and the letter is returned to this office. We suggest that the financial secretaries stress the importance of a member correctly stating his beneficiary as requested on the application for death benefits.

The changing of beneficiaries is also done in this department for the I.B.E.W. and E.W.B.A. The I.B.E.W. members are not issued benefit certificates, and therefore when these members desire to change beneficiaries, they have only to complete an I.B.E.W. change-of-beneficiary application, Form 127. When the change has been completed on the I.O. record, a letter of acknowledgment is written. E.W.B.A. members complete an E.W.B.A. change-of-beneficiary application, Form 128, attaching same to E.W.B.A. benefit certificate. When the change has been completed on the I.O. record and the member's certificate, the certificate is returned with a letter of acknowledgment. Some 200 changes and other requests are received weekly. All acknowledgments are made within a week provided complete and correct data has been forwarded to the I.O.

We suggest that members and financial secretaries request beneficiary instructions, Form 292, when requesting a change of beneficiary application. These instructions will help the member to correctly complete his application and forward complete data.

Due to the complete change be-

ing made in the mailing department, requiring the help of a number of our clerks, all E.W.B.A. records, some 461,000 have not as yet been transferred to this department. This will be done, however, as soon as help is available, and when all records have been transferred, the files will be revised into active and inactive. This revision will be made in conjunction with the new revision of the death benefit records.

DEATH BENEFIT CLAIMS DEPARTMENT

Mrs. Bertha Bridges, Supervisor

Following is the statistical report on death claims paid during the two-year period since our last Convention, as well as the total of all death claims paid since the inception of our death benefit plan in January of 1922. An analysis of the figures will show the steady, rapid growth of our total death claim figure. In the past two-year period, the total amount of benefits paid out was just a fraction under one-sixth of the entire amount paid out in nearly 28 years.

DEATH CLAIMS

Paid from July 1, 1948 to June 30, 1950—a two-year period

<i>I.B.E.W.</i>	
Death Benefit Fund (Kansas, Michigan and Canada)	\$ 101,250.00
General Fund (Overage members initiated prior to January 1, 1947)	27,321.42
Total I.B.E.W.	128,571.42
<i>E.W.B.A.</i>	\$ 2,745,555.80

Total I.B.E.W. and E.W.B.A. \$ 2,874,127.22

Paid from January 1, 1922 to June 30, 1950—27 years, 6 months

<i>I.B.E.W.</i>	
Death Benefit Fund	\$ 527,324.63
General Fund	177,803.00
<i>E.W.B.A.</i>	\$16,948,360.06
Total	\$17,653,487.69

Figures are always cold and impersonal, but behind these figures are many warm, personal stories of the comfort and help that the death benefit has brought to the families of our members.

The founders of the I.B.E.W. set forth in our Constitution, as one of the objects of our Brotherhood the words: "to assist each other in sickness and distress." In

no better way has this aim been realized than in making a death benefit possible for its members, beginning way back in the days when an electrical worker could not get insurance at any price, because of the hazards of the trade, and it often became necessary for unionists to take up a collection to insure decent burial for a Brother member.

When at all possible, death benefit payments are forwarded to local union officers so that they may present them to the bereaved families and offer sympathy and assistance.

Letters from Beneficiaries

We receive many letters at the I.O. that show what prompt payment of death benefits has meant to relatives of our members. For example, here are a few excerpts from letters received in the past week:

"Thank you so much for the insurance check received today. Receiving it so promptly was a great help to us in the confusion that followed our loss. May we take this opportunity to tell you what a fine organization the Brotherhood of Electrical Workers is and how sympathetic and kind the members were to us at the time of the loss of our father."

* * * * *

"I wish to thank you for your very prompt and courteous attention in regard to payment of my husband's death claim. We were fortunate indeed to have this splendid benefit to assist us when we needed it most."

* * * * *

"My mother has asked me to write and thank you for your kind letter and check for \$1,000. You can't know how much this money helped us when we needed it so desperately."

* * * * *

There are hundreds more such letters in our files which prove conclusively the value of our death benefit plan and the interesting story of comfort and help behind the statistical tables printed here.

MICROFILMING DEPARTMENT

Miss Cecelia Hoffman, Supervisor

In the three years since the establishment of the Microfilming Department, an almost unbelievable number of documents have passed through the department.

Beginning in September 1947, with two Film-a-Record machines and two Viewers, we have since added two additional Viewers to take care of the steady flow of reels being photographed. Also, five steel Film-a-Record microfiles, of special design for storing microfilm and holding 900 reels per cabinet, have been added. These cabinets are equipped with humidified drawers to prevent our film from drying out and special locks for safe keeping. The contents of one of these files is comparable to the contents of 160 letter files, yet the microfile cabinet uses approximately the same amount of space as a single letter file.

Checking back into the various projects we have completed reveals that a total of approximately 12 million documents have been photographed in the past three years. These include 10 million dues receipts, 452,000 death benefit applications, nearly a million obligation cards and about 17,000 death claims.

Hundreds of other items in lesser quantity have been photographed also, for example, approved pension applications, I.B.E.W. vouchers, I.B.E.W. pension checks, E.W.B.A. waivers, Canadian pension checks, I.B.E.W. Canadian vouchers and checks (Bank of Nova Scotia), convention checks, E.W.B.A. salary checks, I.B.E.W. salary checks, E.W.B.A. vouchers.

Future projects for the department include the photographing of correspondence as well as keeping the other various projects up to date.

This microfilming of the important records of our Brotherhood saves valuable space in the International Office as well as insures their safekeeping for any purpose for which they may be needed, now, or in generations to come.

JOURNAL DEPARTMENT

Miss Marie Downey, Supervisor

Ever since our 1948 Convention we have had a very definite goal in mind with regard to our *Journal* and we have worked very hard to attain that goal. It is simply this—to give our members the kind of *Journal* that they want, with attractive make-up—and features in which they have an interest. We have much still to attain, but we make this report with confidence because we feel we have made some real progress in the past two years. We say this, not from our own feeling but because our members have said it. By their wonderful letters they have let us know that they like their magazine and that we are giving them the articles that they want. They have given us encouragement and have enabled us to know what they wanted and helped us to do the job as best we could.

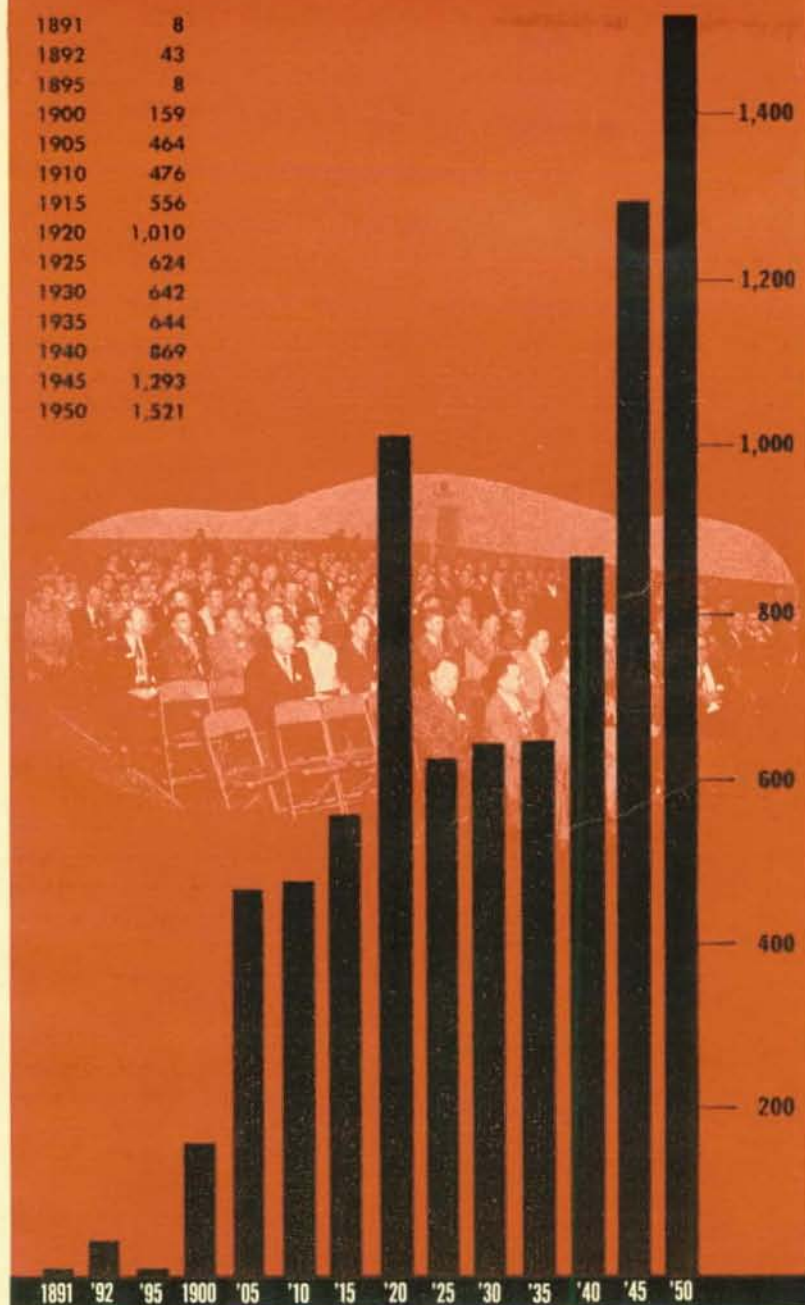
Many have made splendid suggestions and we have tried to incorporate every one that we possibly could, into our *Journal*. Our locals have sent us interesting news items and pictures for articles. Our press secretaries have written splendid articles month after month, so if the *Journal* has improved as our members say it has, the major portion of the credit is due to them, to their interest, their cooperation, their encouragement.

There have been some specific changes in the *Journal*. At the time of our last convention it was a 40-page magazine. With the exception of one 64-page issue, the last seven issues have contained 80 pages, and in December of '49, we ran a 96-page issue, the largest *Journal* in the history of our Brotherhood. The December issue bore a cover in full color, which was also the first in our history. We are now running full-color covers every other month. In this regard we have also incorporated spot color (one color for emphasis) throughout the inside of our magazine.

A spot check of one of our *Journals* for 1948 and for the same month 1950, shows that our correspondence in the "Local Lines"

GROWTH OF OUR LOCAL UNIONS

1891	8
1892	43
1895	8
1900	159
1905	464
1910	476
1915	556
1920	1,010
1925	624
1930	642
1935	644
1940	669
1945	1,293
1950	1,521



section has doubled and four times as many pictures are being sent in by our locals as were sent in two years ago. We feel this is added evidence of the interest and approval of our readers.

With regard to the subject material in our *Journal*, we repeat, we have tried to write the articles which would have most appeal to our members and in every instance tried to give authentic, first-hand information wherever possible. We have attempted to slant every fea-

ture with the thought in mind that it was written for the members of our Brotherhood, for Electrical Workers to read. In this regard we want to state that no "boilerplate," no "canned" material ever finds a place in our columns.

We call special attention to some of the series featured in our magazine. A complete study and full picture coverage was given to every phase of the work of the International Secretary's department, to give our readers a better under-

standing of the set-up at the International Office and the way the work is handled there.

In our "Know Your A.F.L." series, we are attempting to tell the story of our Brothers and Sisters in the labor movement, and promote their goods and services, believing that what helps one helps all. While this series has involved a great deal of research, we feel it is doing a job—not only for the education of our members, but from the public relations standpoint. In every instance, in the eight internationals covered so far, the union involved was pleased with our coverage, secured numerous copies from us for wide distribution, and in several instances ordered reprints to be used for organizational purposes. One union secured 20,000 reprints of our article on their union and also had it translated and printed in three other languages for distribution.

We have had requests from students all over the country for copies of our A.F.L. series, since this seems to have been the first venture of the kind anywhere, and the Workers Education Bureau of America has asked if they may use our articles in a book they are compiling.

Our health series has been well received and was undertaken at the request of a number of our members. These articles do not pretend to give medical advice but merely give general information and advice as to how and where help can be obtained.

In our attempt to make our *Journal* not only a good trade magazine (and we have attempted to bring you news of electrical developments, experiments, inventions, new products, etc.) but a family magazine, we have continued our features for the ladies and published an annual Christmas story for children.

We have added two features which appear to be popular, "Poem of the Month" and an original "Prayer for our Deceased Brothers" on our "In Memoriam" page monthly.

To promote safe-working among our members we have been running safety covers monthly and re-

printing them on heavy cardboard for distribution to all who desire them.

While accepting no paid advertising, we have run, free of charge, articles or notices on every invention or product manufactured or book written, by members of the Brotherhood, when submitted to us.

Believing that "one picture is equal to a thousand words," we have increased our picture content by about 400 percent over our coverage of two years ago.

As we have stated, we are interested only in creating a *Journal* our members want to read. If it pleases them we are more than satisfied. However, we would like to give them pride in their publication if at all possible. In this regard, we state that during the period since our last report, the *Journal* won several awards—one from the International Labor Press of America at its Cincinnati Convention for a feature article, and a first award in June of this year, from the Eastern Labor Press Conference, for the best union publication submitted for typography, make-up and general editorial excellence.

On the day on which this report was sent to the printers, a communication containing the following excerpt was received by our *Journal* Editor, Mr. Milne, from the Secretary-Treasurer of the International Labor Press of America:

"I consider it a real pleasure to inform you that the report filed by Dr. Frederic E. Merwin, Chairman of our Journalistic Award Contest, shows that your publication received unanimous vote of the Committee, composed of the faculty of Rutgers University School of Journalism, as winner of First Prize for Editorial Excellence.

"An 'Award of Merit' plaque, certifying this selection of your publication for outstanding achievement in labor journalism, will be presented to you at the official annual banquet of this organization, Sunday evening, September 17, at Rice Hotel, Houston, Texas."

The award for editorial excellence

is the top award of the I.L.P.A. In addition the *Journal* received second prize under the classification, "Best Pictorial Display."

With regard to our editorials, it may please our members to know that during the past year, 14 *Journal* editorials were reprinted in other papers and magazines. Last year at the International Labor Press of America convention in St. Paul, our editor, Mr. Milne, was elected a vice president of this official organization of the A.F. of L. labor press and at the Houston Convention this year he was elected the Fraternal Delegate to represent all members of the I. L. P. A. at the A. F. of L. Convention and make the press report to that body.

There is another phase of the *Journal* work which we feel should be reported to the membership. We have endeavored to cooperate in every way with Labor's League for Political Education in its campaign to elect friends of labor to Congress. In our December issue last year we ran a 16-page supplement entitled, "What's Wrong with T-H—Plenty." We have run two roll call votes, numerous editorials and other original articles designed to further the work fostered by Labor's League.

We have many plans for the future. We have many articles in mind which we hope will be of interest to our readers. We are building up files of source and background material constantly. We invite ideas and suggestions.

We wish to express our sincere thanks to our press secretaries and others who sent us material and pictures for the *Journal*. With their help and the interest and cooperation of our readers, we hope to go ahead and make *your Journal* one you will be proud to receive, and a leader in the field of labor press.

MAILING DEPARTMENT

Miss Margaret Cleary, Supervisor

In the 1948 Convention report we explained that the *Journal* mailing list was shipped from Springfield to our International Office in Washington. We explained at that time the sizable

task involved in the changeover. Our aim and ultimate goal since the first addressograph plate arrived from Springfield, has been to send the *Journal* to every I.B.E.W. member every month. We have not reached our goal as yet but we are certainly much closer to it than we were two years ago. A definite step toward our goal was taken in January of this year when additional temporary help was secured for the Mailing Department and a check was made of every name and address currently on the *Journal* mailing list against the membership cards in our local union files. It was only natural that discrepancies should occur through the years, but this thorough check-up of nearly half-a-million names and addresses, revealed some surprising facts. We found persons who had been deceased for 20 years still receiving their union magazine while hundreds of others in good standing were not receiving theirs at all. This was an unfortunate situation but it has been corrected to the best of our ability now, or will be within a short time. Incidentally, the dropping from our list of all not eligible to receive the *Journal* has resulted in the saving of thousands of dollars in printing and postage for the I.O. Setting up this new file by local order has proven very helpful and definitely a time-saver in checking on members' addresses.

In connection with this complete check-up, the Mailing Department would like to thank the local unions which cooperated with us in returning to us the addresses of members whom we found were not receiving their magazines.

Once again we ask your patience and cooperation. We know there are still some persons who do not receive their *Journal*, and we are sorry. We do know, however, that our list is more up-to-date and accurate by about 80 percent than it was in September of 1948. We are working very hard on that remaining 20 percent, and with the splendid cooperation we have been receiving from the local officers, and if our members will send us their address changes promptly, that goal of a *Journal* every month to

every member, will become a reality.

RESEARCH DEPARTMENT

William W. Robbins, Director

The Research Department's work in the past few years has, for the most part, followed along the lines of the major divisions of industry. The trend in collective bargaining today, emphasizes industry negotiations—more now than ever before. More and more of the department's energies, therefore, are being spent along industrial lines, in the segment of industry which we cover.

To keep abreast of changing trends, to cope with new types of demands confronting our members and representatives in the field, it is essential that we put our whole house in order. This means that every local union must cooperate in seeing to it that its own records in the International Office are complete, so that we may be in a position to serve our membership to the fullest possible extent.

In the past two years, the Research Department has been able to get more factual material into the field than at any time in its previous history, but it needs more information *from* the field, much of it information of a new variety, to enable the department to serve as an efficient central clearing house for wage rates, hours, fringe benefits and all kinds of material. But more later as to the department's operational needs.

Data on corporate financial analyses, cost-of-living figures, wage rates, etc., has been furnished to the best of our ability, wherever requested. Much material has been sent out on pensions, insurance and related benefits, recent wage increases and other gains. We have assisted our members with facts and statistics for use in wage negotiations and arbitration cases. In two major negotiations on a nation-wide scale—those with the Westinghouse Electric and National Battery corporations—our research staff prepared sizable booklets, assembling agreement clauses on wages, union membership requirements, seniority and many other points in each of the locally

negotiated contracts with these companies.

To meet the changing trend in the direction of industry bargaining, the Research Department has launched a program of industry-wide surveys of current signed and approved I.B.E.W. agreements filed in the International Office in important fields. The surveys have been strictly an exploratory project. They show wage rates for key occupations in the industry, effective dates, overtime pay rates, the last wage adjustment, if available, and occasionally other pertinent data.

The first such industry survey, "Summary of Approved Wage Rates for Journeymen Wiremen Employed in the Building Construction Industry," reported the last such information in the I.O. files of approved agreements for every "inside" and "mixed" local in the I.B.E.W. Its initial release was in June 1949. Revised editions were issued in January and July 1950. A similar survey followed for the Electric Sign branch of our organization, being published in July 1949, and a revised edition which will be published in September 1950. Upon request, these surveys are available to our Vice Presidents, staff personnel and local unions. It is our hope to issue them periodically in order that our people in the field may be kept abreast of conditions and trends as reflected through the continuous flow of agreements and amendments received in the International Office. The information is necessarily confined to facts which are supported by agreements, properly signed and officially approved by our International President in accordance with our Constitution.

In progress at the present time is an industry survey in the Electric Power and Light branch of our organization. This survey is considerably more comprehensive than those previously attempted. The work is still in a highly developmental stage, but is by far the biggest undertaking ever shouldered by the Research Department. Other industry surveys lined up or in progress at present include the telephone field and outside line

contracting work. More will be undertaken in the future.

In making these surveys the Research Department has specialists engaged full time in analyzing our many hundreds of agreements. The department is well aware that the results of the studies at times do not reflect the true picture in the field. In fact its members feel that they are leading with their chins in publishing their results. Not having sat in on the negotiations or covered the operations personally, they must (and properly should) depend solely on what is written in the agreement. If a clause is ambiguous (as it sometimes is) or conflicts with another, they must use their own judgment in interpreting it. No one expects them to be mind readers. Neither can they reflect a condition which in operating practice is more liberal (or less liberal) than that spelled out in the contract. And neither can they analyze agreements or publish facts which have not been properly documented and filed with the I.O. The department welcomes your comments, corrections or criticisms on its endeavors.

Another new and important activity of the department has been the development of routine circulars covering several forms used by the Brotherhood in the field. Worked out in cooperation with other operations in the International Office, the routine circulars have made it possible for us to help our people in the field, lightening the burden on them by standardizing and simplifying procedure, accounting methods, record keeping and the filing of necessary reports. Incidentally, it is very important that the routine circulars be kept together, preferably filed in a binder as they are received from time to time, in order that they may be referred to readily; for we find that they greatly facilitate operations and work for the benefit of the Brotherhood as a whole.

All in all we find that the work of the Research Department today is more closely fitted to the operating needs of our members than ever before and that it is handled with greater dispatch. To be of

service to our members the department finds acute need for the five following types of information whenever an agreement is completed:

- (1) The principal products manufactured or services performed by the employer under the contract.
- (2) The approximate number of employees covered in that bargaining unit.
- (3) The average wage adjustment, if any.
- (4) The full wage schedule together with complete information as to the specific job classification embraced in each wage group.
- (5) Any new fringe benefits procured.

We are continually receiving requests for this type of information. All too frequently the necessary data either is not available in the I.O. at all or it involves spending needless hours comparing present with previous agreements. All these required facts are readily available to the negotiators at the time that the contract is made.

We are confident that the work of the Research Department will become of greater service to the members of our Brotherhood. Its energies continue to be shaped to present-day requirements and it acts as a clearing center for all types of information vital to our people everywhere.

BONDING DEPARTMENT

Mrs. Jean Zelig, Supervisor

We again want to call your attention to the fact that local union financial officers are bonded under a blanket bond for a minimum amount.

At the present time because of the few losses in the past, our local unions are entitled to a 20 percent reduction in premium. A \$500 bond, the cost of which formerly was \$3.75, is now \$3.00 and on a three-year basis it can be secured for \$7.50.

It is the duty of this department to check the bylaws of our local unions to ascertain when they desire to increase or decrease their present coverage. We then notify

the bonding company and request a corrected certificate of bond for the local union. Thus we are assured that our bond schedule at the International Office and at our agency are in accord with the bylaws of the local union.

We would like to stress at this time that when audits are made and the local union members feel that their present coverage should be increased, that they notify the bonding company. This is not only the best protection for our local unions but for the International Office.

In the past it was necessary for our local union officers to complete individual bond applications. With our present relations with our bonding company, the only time that applications are required is when the coverage desired is in excess of \$10,000.

As of the date when this report was made to you, the amount of bond coverage for all local unions amounted to \$3,036,300.

During the two-year period since our last Convention report, the bonding company has paid the local unions who reported shortages the sum of \$2,811.

CHARTERS AND LOCAL UNION RECORD

Mrs. Nora Casey, Supervisor

Since our last convention, the International Office has amended 347 charters, discontinuing the "B" type of membership. In addition many more charters were processed as a result of charters being returned to the I.O. to have their trade classification spelled out in place of using the terminology "mixed."

In the two-year period since our last convention we have chartered 133 new local unions, 111 in the United States and 22 in Canada. Charters canceled in the same period amounted to 69:

37 — United States
17 — Canada
15 — Amalgamated (all over U.S.)
—
69

The count of our local unions as of June 30, 1950 was as follows:

TYPE OF MEMBERSHIP

"A", "A" and "B" or "A"
and "BA"—United States . . . 1,140
"A", "A" and "B" or "A"
and "BA"—Canada 96

Total 1,236

"BA" Local Unions—United States 113
"BA" Local Unions—Canada 7

Total 120

"B" Local Unions—United States 142
"B" Local Unions—Canada 23

Total 165

The total of all our local unions in existence as of June 30, 1950 was 1,521.

At the time of our last report, as of June 30, 1948, we had 303 "B" local unions, as compared with 165, June 30, 1950. Thus you will see that nearly 50 percent have been amended to either "A" or "BA" membership.

UNION LABEL DEPARTMENT

Miss Doris Froman, Supervisor

The International Brotherhood of Electrical Workers, like all A. F. of L. unions, believes that the union label and public demand for it, is the life blood of the labor movement. A large segment of the American public now demands union products and union services.

In an effort to help the public recognize and ask for goods produced by members of our Brotherhood, the International Office issues a booklet entitled, "Manufacturers Entitled to Display Official Labels of the International Brotherhood of Electrical Workers."

This pamphlet lists more than 1000 firms. However, the list is far from complete. We would appreciate it, if our local unions would help us in furthering the union label cause by sending us the names of firms not listed, with which they have agreements bearing the appropriate union label clause, and the products which they manufacture, so that they may have the proper listing in our next edition.

(Continued on page 96)

'Price of Peace Is Preparedness'

Must Be Ready for New Red Forays, Green Warns

Following is the text of the speech given by William Green, President of the American Federation of Labor, at the Twenty-fourth convention of the I.B.E.W.:

President Tracy, officers and delegates in attendance at this tremendously impressive convention, visitors and friends: I cannot find words adequate to express my deep impression of the magnitude and the size and the importance of this historic convention. It is so outstanding, so unusual and so striking I am conscious of the fact that you represent a great organization, a strong organization, a well established union affiliated with the American Federation of Labor. I ask you to interpret my visit with you in this hall this morning as convincing evidence of my deep interest in your great organization.

I am proud of it. I esteem it a great honor to be with you and to bring to you a short message.

First of all, may I extend to you the fraternal greetings of the great family of labor of which you form a tremendously important part. You are associated with that great army of labor. It is the largest labor organization in the United States. It is the largest single organization in the world. The records in Washington in our office show that there are eight million members paid up and in good standing in the American Federation of Labor, and you are a part of that eight million members which make up this great family of organized labor. Who can adequately appraise the strength, the standing, the influence of a great army of men linked together, joined together, thinking together and working together as this great

family of labor? I am proud of it. I am willing to make any sacrifice necessary to build it up and to maintain it, and I am proud that your great movement is a part of the American Federation of Labor.

The march of communism in Southern Korea has been definitely stopped. Under the vigorous and timely leadership of President Truman, the free nations of the world have struck the greatest blow for democracy since our victory over Japan.

Our foreign policy has found its fruition in the success of United Nations forces in Korea. World opinion has crystallized into a solid front against further aggression. The Kremlin has received a stern lesson on what it means to trifle with the peace of the world.

We ourselves have gained a clearer view of the price we must pay for peace and freedom, and the path we must take to secure it. The price of peace is preparedness for war, and constant readiness to move against new Red forays, wherever they may take place.

Military preparedness is expensive insurance. The cost will be a burden on our economy and a drain on our resources. It will mean hard work and economic sacrifice for all of us. But in a divided world, where to be weak and irresolute is to invite catastrophe, it is the only reliable insurance we can get. The cost is small when measured against what we might lose were we to fail to maintain it.

Labor has endorsed the decision of our government to move to an emergency footing. We recognize that if we are to live in peace, the democratic nations must make themselves stronger than the enemies of peace. The prompt attainment of superiority in arms and fighting efficiency is the first order of the day. As much as we would



prefer to use our manpower and productive capacity to meet our many unfilled peacetime needs, we accept the fact that the defense program must take priority over all other considerations. Labor has pledged its complete cooperation and support to that program.

The workers of America stand second to none in their patriotism and willingness to face sacrifice for the common good. But they have the right to expect the assurance that, while they are making sacrifices, others are not profiting at their expense. They have the right to expect that the burden will be equitably distributed, according to relative ability to bear it.

Flagrant Profiteering

Thus far they have failed to receive this assurance. They have witnessed the disheartening spectacle of flagrant profiteering, as prices have soared out of all relation to costs of production. They have seen their employers raise the prices of their products as high as the market would stand, and then turn about with pious smirks and wave the flag at the bargaining table.

Congress has passed an Act calling for the imposition of wage controls wherever and whenever prices are put under control. Yet prices have continued to climb unchecked, while wages have lagged far behind, subjected to the inroads of inflation. The effect of a general freeze at this time would thus be to freeze prices high and wages low. Equality of sacrifice demands that wages be allowed to rise until they have reached a basis of parity with prices, before any wage controls are considered.

More action is needed in the tax field before we will have arrived at an equitable approach to the needs of the times. Withholding taxes have already been upped considerably, but we have received only a vague promise of an excess profits tax. Yet the unabashed profiteering that followed upon the heels of the Korean crisis has done more than anything else to handicap and hamstring the defense effort.

While corporate taxes have

been advanced by inches, corporate profits have advanced by yards. For this we may thank those super-patriots in Congress who found that, while the drafting of men was hardly debatable, the drafting of excessive taxes was "an extremely controversial subject." We need new tax legislation, providing for an excess profits tax, the closing off of loopholes through which the wealthy have escaped, and a genuinely progressive schedule of income taxes, based squarely on the principle of ability to pay.

Low-Income Group Hit

The credit controls thus far invoked have placed the brunt of the burden on the shoulders of lower and middle-income families, while leaving the well-to-do virtually unscathed. Credit on moderate terms has provided the only means by which the millions of families with low cash savings have been able to provide themselves with the higher-priced necessities of life. The new restrictions mean that many of these families, whose needs are most pressing, will have to do without.

Labor, of course, recognizes that credit restrictions are needed to hold back inflation in the present emergency—but it also feels that these restrictions should be accompanied by measures designed to place their proper share of the burden upon those whom credit restrictions alone do not affect.

These restrictions upon housing credit, in particular, are not in accord with equitable or practical considerations. No one questions the necessity of diverting much of the manpower and materials now used in civilian construction into the essentials of national defense. Nevertheless, our national policy should still grant low and middle-income housing priority over other kinds of residential construction, and most kinds of non-residential construction.

For years there has been a critical shortage of lower and middle-priced housing. Upper-income families have had no housing problem. The new housing credit controls make it virtually impossible

for lower or middle-income families to buy houses. Yet upper-bracket families, having ample cash for down payments, are free to buy or build, though they are already adequately housed. Meanwhile, it should be added, nothing has been done to curb price-gouging builders and suppliers of building materials, though some of the most scandalous profiteering has been taking place in this area.

Nor are these the only inequities that will have to be corrected before this nation can gear itself effectively to the long-range defense of freedom and democracy. There are others that are of even more direct concern to the labor movement as a whole, and to unions in the construction trades in particular.

Public Will Suffer

In drafting the Defense Production Act, Congress moved with unseemly haste to insert a provision granting corporations a sweeping immunity from prosecution under the anti-trust laws, even though such immunity can only lead to a further stifling of competition and aggravation of the monopoly problem. In the long run, the public will suffer for this. History has demonstrated that each time corporations have found a new way around the anti-trust laws, it has led to a higher price level.

Yet these same legislators apparently expect labor not merely to remain subject to the vicious assaults of the Taft-Hartley Act—but to relax and enjoy it.

In the emergency that faces us now, labor must be free to put forth its entire strength in behalf of the common effort—to promote industrial peace and security, and to render the best service of which it is capable in the furtherance of the defense program. This we cannot do so long as our hands are shackled by the unjust and discriminatory restraints of the Taft-Hartley Act.

And the American Federation of Labor, that army of 8,000,000 will never remain passive, will never stop politically or economically until we have repealed and

wiped out that obnoxious law from the statute books of the nation.

Can they reasonably expect our unions to serve effectively in maintaining industrial peace and continuous production, under the burden of an act which forbids them to exercise even the most ordinary disciplinary powers over their members—even over Communist saboteurs?

Yet this same act, which deprives our unions of effective means of dealing with wildcat strikes, renders them liable to suit and financial damages where such strikes take place—though they had no hand in them and were made powerless, by this act, to prevent them. Is this the kind of justice for which this nation is fighting?

Labor in War

In the last war, unprecedented demands were placed upon many of our unions, particularly in the construction and metal trades, including the International Brotherhood of Electrical Workers, to furnish skilled workers for the erection of defense facilities in remote areas of the country. This frequently involved the recruitment of men, through the facilities of the unions, many miles from the site of the job. In every case where such a demand was made of us, we were able to cooperate to the fullest extent. It did what the government itself could not do, it supplied the skilled workers where workers were needed. We received for this service, many letters of praise and expressions of gratitude from the highest officials of both the civilian and military branches of the government. Let me just read you one of them—a telegram which I received on August 8, 1945, shortly after the first atomic bomb was dropped upon Japan:

"Through you I want to thank all the officers and members of your Building and Metal Trades Unions who helped build and man the plants in which our atomic bombs are made. You recruited skilled mechanics from thousands of miles away to work on these projects, even though we could not tell you what they were mak-



ing. Now you have the reward of knowing that their efforts are making an important contribution to final victory."

That was signed by Robert P. Patterson, who was then serving as Under-Secretary of War. I recall, and I know your distinguished President recalls in like manner that many times they were seeking to build air force buildings where soldiers would be taken care of, atomic bomb plants in remote sections of the country—some of them in the South, some in the far Northwest, some on the Pacific Coast and in other places. They appealed for skilled workers, but it was not until the unions called for their workers to go and serve

that these workers did so in a most wonderful manner, as indicated by this telegram from the Under-Secretary of War which I have just read to you.

Couldn't Do It Today?

Brothers, it may interest you to know—if you do not yet know it—that the use of the good offices of our unions in such a manner today would be a violation of the specific terms of the Taft-Hartley Act. Just think of it—the reactionaries of the country placing that restriction upon our unions to serve our nation in time of war. What they need now in preparing for defense is to take that restriction off our unions by repealing the Taft-Hartley law.

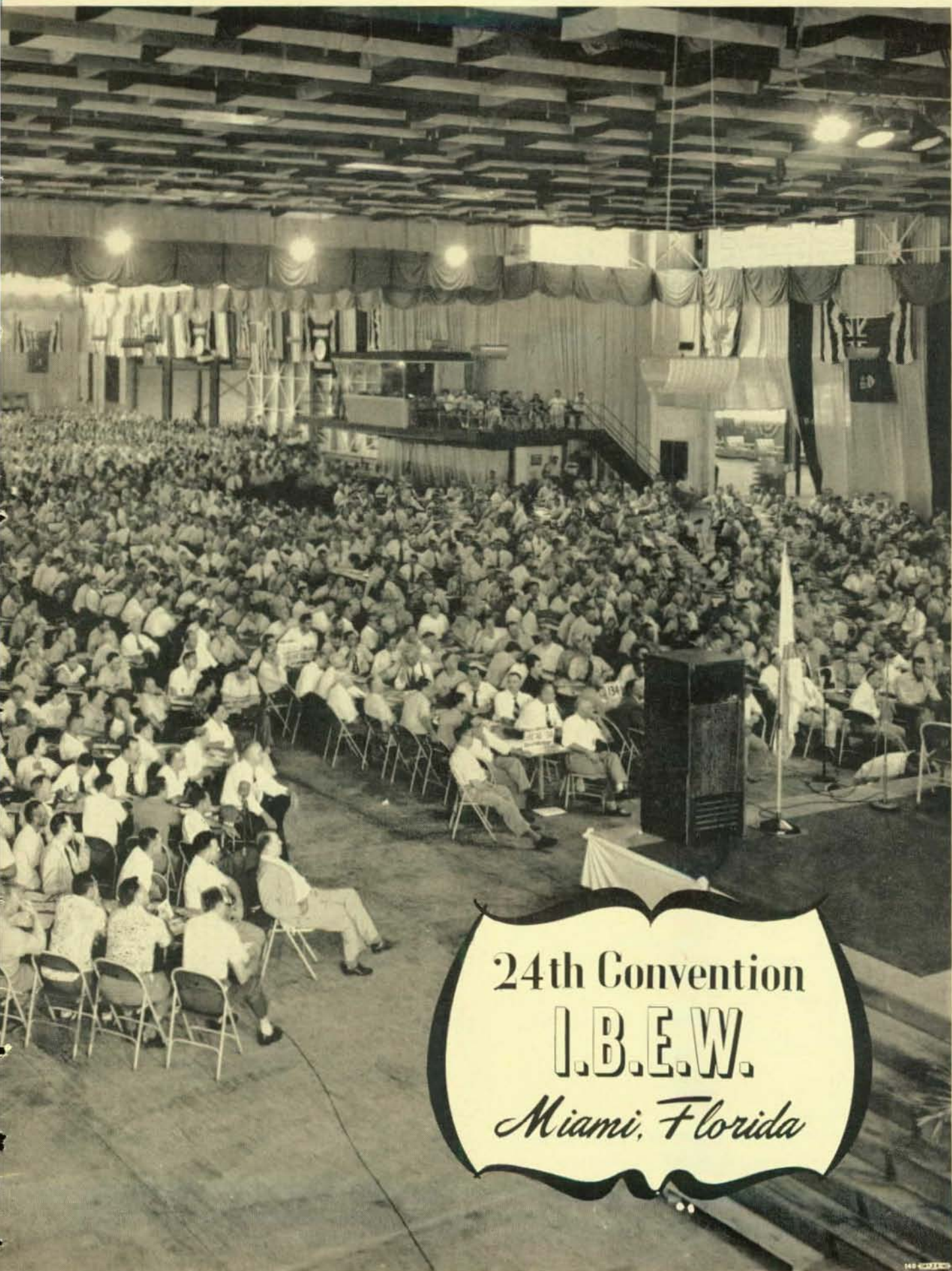
The performance of that task during the last war brought the labor movement great praise, and tributes to its patriotism. It helped to shorten the war and thereby saved the lives of thousands of American soldiers. Yet to render the same service today would make outlaws of us all. Can we conceive of that? Yet that is what they

(Continued on page 92)



President Tracy congratulates AFL President Green on stirring address.





24th Convention

I.B.E.W.

Miami, Florida

Economy Is Strong, Says Tobin

Credits Social Reforms for Nation's Well-Being

Following is the text of the speech given by Maurice J. Tobin, Secretary of Labor, at the Twenty-fourth convention of the I.B.E.W.:

International President Dan Tracy, officers and delegates to this convention of the International Brotherhood of Electrical Workers: It is a real pleasure for me to be able to bring to this great gathering of real, genuine Americans the greetings of the President of the United States, Harry S. Truman. It is also a distinct pleasure to be presented by your President, a real American, even though he does come from the great independent State of Texas, and a man who gave great service to the Department of Labor as an Assistant Secretary, and then has gone on to lead one of the greatest union organizations in this country.

I was just saying to Dan before he proceeded to introduce me that I cover a great many of the labor conventions of this nation, the conventions of the great national labor federations and also the greatest of the Internationals, and there isn't a labor convention held in America that compares in the number of delegates to that which is to be found at the convention of the International Brotherhood of Electrical Workers.

Recalls '48 Convention

I shall never forget two years ago in September, when I talked to your convention in 1948 in the great Municipal Auditorium at Atlantic City. After I left that cheering gathering no one could tell me but that the rights of the workers would be vindicated at the polls in the November election of 1948.

There are leaders of labor throughout the country, members of the various International Union organizations, but you have unusual men as your leaders in the various areas of the country. Lou



Secretary of Labor Tobin

Marcianite just left the platform. Frank Jacobs in 1948 developed one of the greatest meetings I have ever spoken to in my life—Dan, an indication of the type of leadership you have in your organization throughout the country.

A great many things have happened since 1948. If you will remember, the 80th Republican Congress had been called back into special session, and they left with-

out writing into law the platform that had been written in Philadelphia in the second week in June. President Truman came to his convention the week following the Republican Convention, and at 3:00 o'clock in the morning, after a brilliant talk at that convention, he said that he was going to call the Congress back into session and give them an opportunity to write into law the platform they had accepted in that self-same city a week prior. He was going to give them a chance to do something about housing, which had been completely ignored after two years, with millions of new families unable to find privacy in homes they could call their own.

Chance to Do Something

He said he was going to give them an opportunity to do something about the minimum wage law. He said he was going to give them an opportunity to live up to their pledge to elevate the minimum wage above 40 cents, and, further, he was going to give them the opportunity to make the changes they talked about in their platform in the field of social security, which had remained unchanged from 1936, when it was originally written, although there had been an increase in the cost of living amounting at that time to 74 percent. You remember that that session had just ended before I talked to you, and they had gone home without doing one single thing about housing, they had not done one single thing about the minimum wage, and they had not done one single thing about changing payments on social security. Oh, they did do one thing, and that was prior to the special session: in place of increasing the number of Americans who could be covered under the law, they decreased it by a quarter of a million.

As a result of the great democratic action of the American peo-



ple at the polls in 1948, the 81st Congress did do many good things, although they failed to do one major thing that has yet to be done, and that is the wiping out of the Taft-Hartley law and the substitution of a law that will be fair to labor.

Minimum Wage Raised

The minimum wage law was changed, and I know it means nothing to you as individuals, except that feeling that you have for other fellow American workers. The minimum wage law was elevated from 40 cents to 75 cents, and in addition to that there was a real housing program initiated, and those of you who are engaged in the building trades know the great coverage that has had over the country, although a great many communities will not yet give their people the privileges that housing has brought to so many areas. But we have averaged better than 1,250,000 homes a year during the course of the last two years, as a result of legislation that was enacted.

Then the old members of this organization—and I want to parenthetically state that the social program written by your International Union for the benefit of the members of the locals throughout this country was headed by them, carving out a pathway, charting a course for the other trade unions of the country, because you were pioneers in the field. But nevertheless social security from the old age survivors insurance point of view has meant much to the American worker, and as the result of the action of the 81st Congress 11 million additional working people of this country are now covered, and in this very month the recipients of the country have received an average increase of 77 percent. It certainly has meant a whole lot to those who have been retired under social security under the old age and survivors insurance system.

Much to Be Done

Yes, there is yet much to be done. More and more we come to appreciate the part that government plays in the soundness of our economy. We have to go back to 1933

to see the radical differences, the radical changes that have occurred. In fact, let's go back to 1920. We had six million members of organized labor. As a result of the able leadership of Samuel Gompers, whose hundredth anniversary of his birth we are celebrating this year, and as a result of a kindly president by the name of Woodrow Wilson, who did everything possible to encourage the unionization of American workers, we increased from 2,750,000 pre-war, to six million in 1920. Then started the great union-busting drive, started the great fight for the open shop, the fight for the right of the individual American worker to work. But what were they doing? They were destroying one of the greatest props our economy had and they succeeded, because by 1929 the American trade union movement had been chopped down by 50 percent and we had but slightly more than three million members. This eventually sunk by 1933 to approximately two and a half million members.

Effect on Economy

What effect did it have on the economy? It had this effect: In 1925 the average factory wage in the country was \$24.50. After that tremendous expanse during the four intervening years between 1925 and 1929 the average factory wage in the country had gone up 50 cents to \$25.00.

What do we find the status of our economy is today? Let us first review what has made our economy so strong. First a minimum wage law; secondly, the Wagner Act guaranteeing the right of the American worker to band together in an organization of his own choosing, and the requirements that management in turn deal with those chosen representatives; unemployment compensation insurance that prevented the starting of a great depression whenever there was a decline in the economy and unemployment status. In fact, *Business Week* in July of last year referred to unemployment compensation insurance as one of the great stabilizing influences in our economy. I happened to have been Gov-

ernor of Massachusetts. I am thoroughly familiar with the city that they chose as their example, the City of Lawrence. It is primarily a woolen textile center. Out of 52,000 people, 26,000 were unemployed for a stretch in the second quarter in 1949, and yet retail sales in that community, because the 26,000 were drawing unemployment compensation insurance at an average rate of \$24.00 a week, felt hardly any impact and was but 3 percent behind the average retail sales of the nation. Similar programs of that character have only made stronger the private enterprise system of this country.

Great Blessing

One of the greatest blessings we have in the United States is that American workers and American management agree as to the kind of economy we should have. All the American worker wants is a just, proportionate share of the profits that accrue from his work and a protection to the economy by protecting him as an individual in the sense of protecting him in his old age, protecting him during periods of unemployment. The only phase of the program that has not been written into law as yet is the health insurance program, and I am positive that eventually that phase of the program will be written and there will be a greater security for the American worker in the years that lie ahead.

Highest Productivity

Now, what is the status of our economy? In the second quarter of this year before any impact from the great defense program was felt we had the highest productivity our nation has ever known—\$250,000,000,000. We had 61,500,000 gainfully employed. The average factory wage in the nation from Canada to Mexico, the Atlantic to the Pacific including north, south, east and west, rural areas and all, men and women, amounted to \$59.50. Yes, corporate taxes were at a level higher than we have ever known before. Living standards were the highest the world has ever known. Our economy was in a condition to meet any totalitarian

threat from any part of the world, and I believe Russia has been greatly disappointed because they have been expecting an economic collapse in the United States. This is the first time following a major war that America has not had a major depression or recession within two years following the termination of a war. Here we are in the fifth year.

Let us analyze the conditions before Korea—the second quarter of '50—because Korea occurred on the 27th day of June, leaving only three days out of the 91 or 92 days in the quarter, and one of them was a Sunday so there was practically little or no impact whatsoever on that great prosperous second quarter.

Why We Are Strong

Yes, we have come a long way. Our economy is stronger by far than it has ever been before. Why is it strong? Because in 1933, starting under the leadership of President Roosevelt, there was for the first time a full recognition of the fact that people, the human beings that go to make up this country, are the greatest asset this country has ever had; that by giving consideration to people you are giving consideration to your whole nation, you are strengthening your whole nation. I have said quite often recently that the tremendous number of rejections that we have for the draft in those youngsters up to the age of 25 might not be rejections, they would be physically sound were it not for the lack of adequate diet during their infant and very young years during the first five years from 1929, the latter part of '29 to 1935, when we were for two years doing nothing but rebuilding the economy and for three years trying to rebuild the shadow of an economy. The economy has been rebuilt and the economy is surely sound today, sounder than it has ever been before, and when we start reaching the youngsters for physical examination in the years following 1955 I am confident that we are going to find that that consideration for people that started in 1933 is going to be reflected in sounder minds, sounder bodies in the youngsters who had

the benefit of the great economic changes that occurred in this country from 1933 on.

We certainly have to be concerned about the international picture today. Our President has been concerned right from the termination of the second World War. I would like to bring your minds back to the program that has contained communism in Europe during that period of time. First there was the driving of the Russians out of Iran in 1946. Secondly, you will remember the Turkish situation when the Russian ambassador used to come to Istanbul every day visiting the foreign office and saying: "We want the Dardanelles." You will remember at the same time when Russia through its Balkan satellites was sending communist aggressors abroad from Roumania, Bulgaria, Yugoslavia and Albania, and in that year the British declared they had to withdraw from Greece. Overnight President Truman proceeded to fill the vacuum first with economic aid and then military advice and military equipment.

Greek Battle Won

The Greek battle has been finally won. Today Greece has a sounder economy. Many phases of it can be improved, but nevertheless they have a standing army of 350,000 men and the communist aggressors have been driven back to their own homeland. Turkey has been completely rebuilt. Turkey today has a fine railroad system, Turkey has fine roads. They have rebuilt the economy and they have 500,000 fighting men under arms that will fight to defend every last inch of Turkish soil.

Marshall Plan

Then we come to the Marshall Plan. The first phase of the program was referred to as the Truman program. President Truman proceeded to go forward with the Marshall Plan helping the Low Countries, helping the Norwegian countries, the Scandinavian countries, helping France and helping Italy, and those economies have been built back.

I leave from here for a convention that contributed one of the

ablest men to that rebuilding of Western Europe and helping them to defeat communism. No man did more than your own Joe Keenan in rebuilding a free trade union movement in Germany. I know as late as early last summer there were those in the State Department who desperately wanted Joe Keenan to go back to Germany and to Europe to help make even stronger the free trade union movements of those areas. But we had a democratic job for Joe to do at home. He has done a wonderful job.

Resist Foreign Ideology

As the result of the encouragement given by the American trade union movement the French and Italians are now being Frenchmen and Italians before they follow any foreign ideology. Great credit can be given to the rebuilding of a new free trade union movement in Europe with the help of the United States and our Canadian and British brothers. Just recently, in the last year, the President made a recommendation to band together the free countries of Western Europe economically and militarily. There were those in the Congress of the United States who voted against the program for combining the groups, combining the countries of Western Europe. I might say that Senator Taft, Senator Donnell and Senator Wherry, leaders of the Republican Party, all voted against the North Atlantic Pact and all voted against the military aid that would implement that compact. In other words, their action was an open indication to Stalin to move closer, clear across the path of Europe right to the Atlantic. There were Republicans like Vandenburg who did see the need of a united America, who did see that we should confine our partisanship to domestic issues and that we should stand as a united front on our foreign policy. Why shouldn't America be helpful to those people? Here we are, the richest country in the world, richest in income for the average individual in America. No matter what his status may be, a worker or a professional man, farmer or manager, we are the richest in agricultural resources, the richest

in mineral products, rich in agriculture. How did we gain so much? Manpower was needed. We had only three million Americans in the days of the Revolution. Today there are 152 million Americans in the United States. How did we develop to be such a great country? It was because your fathers and your mothers before you, the flower of the young manhood and the young womanhood not only of Europe but of the rest of the world came flocking to the United States, to this land of golden opportunity. But they had to contribute the flower of their young manhood and their young womanhood, and today we would indeed be callous, we would be lacking in charity if we did not attempt to help these shattered countries where their cities, in many instances, have been leveled to the ground. Their economy is completely disrupted, and we should help them build back to the kind of an economy they enjoyed before the coming of the second World War.

Solemn Obligation

America does hold that obligation, and if we do not live up to it we will stand alone and some day pay the penalty for our selfishness. If we were to reverse the condition and we Americans had our cities leveled and had lost our possessions in the fighting of not one, but two World Wars, would we not say indeed that Europe was selfish if she failed to give us a little bit of help? The total we have given has amounted to twelve billion dollars in a period of four years. We used to spend twelve billion dollars every six weeks in 1942 to 1945 in the fighting of a war. Today we have built back the strength of those who believe in freedom as we do, and I think that our country, under the leadership of President Truman, has built back a confidence in these people that gives them a confidence comparable almost to that of pre-World War I. Standing together the United States and those countries that believe in freedom as we do without the firing of a shot can become so strong that our diplomatic leaders will have the power



President Tracy welcomes Secretary of Labor Tobin to Convention.

behind them to say it shall be right and it shall not be wrong that you rule the world in the years that lie ahead.

Point 4 Opposed

Then comes Point 4. Again this was opposed by some Republicans. Point 4 called for an appropriation of 50 million dollars. We used to spend 50 million dollars every six hours in the second World War. This 50 million dollars was to be spent to meet communist aggression, to attempt to give the people of the world who have a low, menial living an opportunity to enjoy and meet a better standard, to teach them methods of public health, to teach them modern methods of agriculture, and to teach them how to harness their rivers. Yes, to teach them how to take advantage of the things that God has given them. A simple sum of 50 million dollars was cut to 25 million dollars, and yet there were Americans who voted against that program. Yes, we as Americans, have a great moral obligation to the world and I am confident that there is no group

who stands more steadfastly behind the President and his foreign policy, his attempts to build a freer world, the North Atlantic Pact, the military implementation and Point 4, than the members of the trade unions of the country and particularly the members of the IBEW.

You have been a very attentive audience, and I have been inconsiderate to talk to you so long as I have, in view of the heat and in appreciation of the fact that you have so much business to do.

Continue to Build

Dan, may God bless you and the delegates and the members of this great organization. May they have an opportunity to go on contributing more to the building of a stronger American economy and to the building of a great free country that can help the rest of the world that is now free remain free, and contribute toward the knowledge and the know-how that will eventually permeate beyond that Iron Curtain and bring freedom and peace to all of God's children from one end of the globe to the other. Thank you very much.

Labor Is Plagued by Legal Problems

State, National Laws Discussed by General Counsel

The following is the text of an address prepared for the convention by Louis Sherman, General Counsel for our International.

I believe that the simple reason why the International Brotherhood of Electrical Workers has succeeded in achieving its present position as one of the greatest trade unions in America is because the Brotherhood is composed of practical men who have concentrated on getting practical results in terms of increased work opportunities and better wages, hours and working conditions.

There was a time when you could go about the business of getting these results without too much concern over legal problems. In recent years, however, the Congress and the State Legislatures have steadily increased the number and the harshness of laws regulating labor. It has, therefore, become necessary for you to secure information on the laws which regulate labor so that you can better accomplish trade union objectives.

Recent Rulings

I think, therefore, that instead of making a formal speech today, it would be more useful if I would discuss with you certain legal problems which particularly involve the I.B.E.W. and review with you recent rulings which have been handed down by the courts and the National Labor Relations Board at Washington, D. C. in a number of important I.B.E.W. test cases. These cases have been prosecuted by the International either on behalf of its local unions or in cooperation with the local unions before the Supreme Court of the United States, and Federal Courts and the National Labor Relations Board.

The first question I would like to discuss is picketing.

We all know that picketing is frequently most vital in protecting the union scale of wages and in preventing non-union employers from taking away our work opportunities. It is obvious that legal rulings which free us from restrictions against picketing aid us in doing our union job.

Most of the I.B.E.W. picketing cases arise out of the following set of facts: a non-union electrical contractor gets a job where other union trades are working. A picket is placed on the job. The other trades walk off. The non-union contractor runs to the NLRB to get an injunction under the Taft-Hartley Act to stop the picketing.

As you know, the Taft-Hartley Act applies to labor disputes which affect interstate commerce. We have argued that our picketing of smaller building jobs does not affect commerce.

The NLRB issued its first ruling agreeing with the position of the IBEW in the case of *Petredis and Fryer and IBEW Local 5* of Pittsburgh, Pennsylvania. In that

substantially affect commerce. The Board took a similar position in dismissing a complaint against IBEW Local 595 of Clarksburg, West Virginia in the case of *West Virginia Electric Corporation*. That case involved a \$120,000 school house construction job and the non-union electrical contractor did approximately 25 percent of his annual business outside the state.

You may be interested to know that former General Counsel Denham of the National Labor Relations Board bitterly disagreed with the Board on the question of its power to turn down purely local cases and this was one of the issues which ultimately led to his resignation.

Policy Stated

Since Denham has been replaced by General Counsel Bott a statement of policy has been issued by the Board, and concurred in by the new General Counsel, which reaffirms the Board's previous rulings holding that the Board has power to refuse to handle cases which do not substantially affect commerce.

In this statement of policy the Board has adopted a new formula for measuring effect on commerce which I believe will expand the relief we have secured previously. For example, an enterprise which does no business across the state lines and which does not serve companies engaged in interstate commerce will not be considered subject to the jurisdiction of the Board even though such enterprise is receiving up to one-half million dollars of goods directly across state lines. The formula will undoubtedly be further defined. I suggest to you that if you have matters involving the question of commerce it would be advisable to check your case against the new formula.



case the NLRB dismissed the complaint against Local 5 and others on the ground that picketing an \$80,000 drive-in theater construction job on which Pennsylvania contractors were employed did not

While we are talking about "commerce" I believe I should tell you about the case of *Grone-man vs. IBEW Local 354 of Salt Lake City, Utah*. There the general contractor, instead of asking for an injunction sued the local for damages under the Taft-Hartley Act because only \$6,000 of building materials were shipped across state lines to the job. As you know, the United States Circuit Courts of Appeals are the Federal courts of highest importance below the Supreme Court of the United States. There are 10 Circuit Courts in the United States and some courts other than the Tenth Circuit Court of Appeals have taken a different position on this point.

In evaluating the particular importance of the rulings of the NLRB which I have mentioned previously it would be well to take into account the fact that non-union conditions are more prevalent on smaller building trades jobs. The rulings on commerce, although limited to such cases, therefore give us substantial assistance in taking care of the actual non-union problem which we face.

Labor's Right

We have also argued that our picketing does not violate the Taft-Hartley Act even where commerce is affected because the picketing does not constitute a secondary boycott prohibited by that act. We say that when we picket we are merely exercising labor's right to strike which is conceded even by the Taft-Hartley Act.

The United States Court of Appeals for the District of Columbia has accepted this view and ruled that the picketing of a non-union electrical sub-contractor is not a secondary boycott prohibited by the Taft-Hartley Act. The Court unanimously reversed the NLRB's ruling against us on this point in the case of *Denver Building and Construction Trades Council and I.B.E.W. Local 68*. You may recall that I mentioned this case to you at the 1948 Convention. It involved a non-union contractor who was paying 42½ cents an hour less than the union scale.



Louis Sherman

The Second Circuit Court of Appeals has taken a contrary position in the case of *I.B.E.W. Local 501 of Yonkers, New York vs. NLRB*. The International Office has joined with the local union in appealing that case to the Supreme Court of the United States. The Solicitor General of the United States has stated his intention to appeal the *Denver* case to the Supreme Court, also, and we should have a final ruling on the important point of whether we can picket to protect union wage scales during this term of Court.

Good Leadership

Another question which I would like to discuss with you is the matter of non-Communist affidavits. You will recall that the Brotherhood did not attack the constitutionality of this Section of the Taft-Hartley Act and that we were the first International Union in the American Federation of Labor to sign the affidavits. The policy laid down by the President

of the Brotherhood three years ago has proved its wisdom. The local unions of the I.B.E.W. and the International itself have been in a better position because of this policy and it is interesting to see that most other unions have followed suit.

You will also recall that former General Counsel Denham took the position that although the International had filed the non-Communist affidavits and the local unions had filed such affidavits, nevertheless, in his opinion, we were not entitled to secure the services of the NLRB because one Vice President of the American Federation of Labor, at that time, refused to sign the affidavits.

Important Question

This legal question was of particular importance not only to ourselves but to the entire labor movement. For as long as Denham's ruling was outstanding, the I.B.E.W. and other parts of organized labor were deprived of Governmental assistance in the holding of elections for bargaining representatives and in prosecuting unfair labor practice charges against employers. The International filed a test case on behalf of one of the radio locals (I.B.E.W. Local Union No. 1215 of Washington, D. C.) known as the *Northern Virginia Broadcasters, Inc.* case. The Board reversed Denham and we thought we had heard the last of this problem.

Recently, however, a case arose in the public utility industry where the company refused to bargain with the local unions at the time when the AFL Executive Council had not filed the affidavits. The Board ordered the company to bargain with the local unions and the company appealed to the United States Court of Appeals for the District of Columbia. The International Office intervened on behalf of the local unions in the court case and, together with the NLRB, secured a ruling holding that the company must bargain with the local unions as long as they and the International were in compliance. The name of this case is *West Texas Utilities Corpora-*

tion vs. NLRB and I.B.E.W. Local Unions 898 of San Angelo, Texas, 920 of Abilene, Texas and 1011 of Quanah, Texas. The Company is appealing the case to the United States Supreme Court.

The questions which I have discussed so far arise under the Taft-Hartley Act. There are many legal restrictions in the state anti-labor laws which are even more vicious than the restrictions in the Taft-Hartley Act.

From a legal standpoint these state laws have become most dangerous because the Supreme Court of the United States in the last few years has been limiting the application of the Constitutional protection of free speech. In May of this year a number of decisions were handed down involving the Teamsters and Building Service Employees' Unions which seem to go so far as to rule that either the State Legislature or the State Courts may define unlawful purposes of picketing and, thereby, remove the free speech protection of picketing. The I.B.E.W. has tried to meet the problems of the state anti-labor laws by asserting the doctrine of the exclusive power of the Federal Government which supersedes the exercise of state power. This is a highly technical argument but is one of our major protections against anti-labor state laws under the current decisions of the Supreme Court.

In the case of *La Crosse Telephone Corporation and I.B.E.W. Local 953 vs. Wisconsin Employment Relations Board*, which was presented by the International Office, the United States Supreme Court ruled that where the Federal Government has jurisdiction of a field of labor relations, by virtue of Federal law, the State Government may not exercise its power even though the Federal Government may not have acted in the particular case. The court decided this point when it invalidated a certification of an independent telephone union which was seeking to oust the I.B.E.W. local union from its bargaining rights with this company.

A recent application of the "exclusive jurisdiction" rule was

made by the United States Supreme Court in *International Union UAW vs. O'Brien* where the Michigan anti-strike law was invalidated on the ground that the State law was in conflict with the Taft-Hartley Act.

It is no secret that the men who wrote the Taft-Hartley Law acted like eager beavers. They threw the kitchen sink at organized labor and expanded the scope of Federal restrictions against labor into the most detailed forms of union activity. The very eagerness of the anti-labor Congressmen to get labor by Federal legislation may result in striking down substantial parts of the anti-labor laws of the state, with the exception of the state anti-closed shop laws which are specifically preserved by the provisions of the Taft-Hartley Act from such invalidation.

Public Power Problem

The I.B.E.W. has also run into legal problems in the protection of the rights of labor under the public power program. We are finding an increasing number of municipalities who operate utility properties saying that they cannot sign an agreement with a labor union because the Government cannot make collective bargaining agreements with its employees. The International does not agree with this position because we believe that when a municipality takes over a light and power company, the municipality should not be able to deprive the union of the rights which it enjoyed under private enterprise.

A case is now pending in the Supreme Court of Illinois on this question. It involves Local Union 702 of West Frankfort, Illinois and is known as *Golden vs. City of Flora*. There the municipality first refused to bargain with the local union, a referendum election was held and an ordinance was enacted requiring the City of Flora to bargain collectively. After a contract was made, certain taxpayers in the city secured an injunction from which the present appeal has been taken.

The litigation on this subject shows that the public power pro-

gram may have serious consequences for the labor movement in terms of our power to bargain collectively and make labor agreements.

Further details on the cases which I have discussed with you today and other I.B.E.W. cases will be found in the President's report.

I believe the record shows that just as the I.B.E.W. has been in the forefront of the political battle to secure repeal of the Taft-Hartley Act and other anti-labor legislation, the I.B.E.W. has also been in the forefront of the court and legal battles to find practical ways and means of living under the law during the period of time required to muster our political strength.

It is most important, however, that false hopes should not be raised with respect to the status of labor under the Taft-Hartley Act. Our opponents say that the act cannot be too bad since labor has not been destroyed. This is a completely fallacious argument. We all know that the economic conditions during the three years since Taft-Hartley was enacted have been favorable for labor and the financial incentive has not been sufficient to cause a large scale use of the act against labor. It is also a fact that a period of time is required to put any law into operation. Cases take time to prosecute through the courts but we are beginning to see now actual decisions which foreshadow the ominous future.

A few days ago a Federal Court jury in Cincinnati, Ohio awarded damages in the amount of \$37,500 to the Hamilton Foundry and Machine Company in its suit against the International Moulders and Foundry Workers of North America, A. F. of L. This award of damages against the Union was made under the Taft-Hartley Act, on the basis of the company's contention that it had an oral agreement with the union's district business representative and that this oral agreement was violated by a strike. You can see what a judgment in the amount of \$37,500 against the average local

(Continued on page 96)

'Our Greatest Convention'

By HENRY MILLER,
Founder and First President
of the Brotherhood

(Of course Henry Miller, our founder, could not write this story since he's been dead these many years. But we like to feel that the dominant spirit of the gallant men who created our Brotherhood is with us yet, strengthening us and urging us on. We like to feel that they somehow know their efforts have come to fruition. No, Henry Miller could not write this article, but the stuff writer who did is one who knows and loves the Brotherhood, and feels that this is what that grand old fostering father would write were it in his power.)

N EARLY 60 years ago, I met with nine other men in an upper room over Stolley's Dance Hall in St. Louis. We had a dream. A dream of a union for all men who worked in this strange and dangerous old phenomena, newly harnessed and put to work, electricity. We dreamed of a time when men in cities all over our country would be members of the union which we founded that day.

Inspiring Sight

I have just witnessed the Twenty-Fourth Convention of the International Brotherhood of Electrical Workers. I tell you it was the most inspiring sight in all the world to me and I felt as I looked out over that sea of earnest faces that all the work, all the sacrifice, all the effort that I and others like me, put into the organizing of our Brotherhood in those days, are as nothing when we view the tremendous fruits of our labor.

I looked out over the thousands of faces that October 16 morning when the convention opened in that tremendous auditorium on Dinner Key. You know, there was not an auditorium that big in the

whole United States when our Brotherhood was organized. Not that we needed it. Do you realize there were 10 times as many delegates at that 24th Convention as we had in our entire membership in 1891 when we had our beginning. It was wonderful to see, I can tell you, and realize that you delegates assembled there represented half a million more at home, members in Seattle and Detroit and Los Angeles and Montreal and Houston and Memphis and Philadelphia and Quebec and Tampa and New Orleans and Honolulu and Oshkosh and Timbuctoo and Podunk—in cities great and small all over these United States and Canada. I'm proud to know you've grown as we who founded you hoped you would. We dreamed of an *International* in those early years when the organization was only *National*. That dream has long since been realized.

No Subversion

It was wonderful to me too, to watch you rise and hear you sing "The Star-Spangled Banner" and "O Canada." You hear a lot these days about Communists and about what they are trying to do to our country and other countries. We didn't have to worry about Communists back in 1891 but after watching you in session, I know we have nothing to worry about as far as our Brotherhood is concerned now, for there was not the slightest hint of the subversive in any action of your convention and I could not help but feel that here were loyal citizens who valued their government by democracy as they knew it, and that they'd defend it to the death.

It was interesting to sit back where you could not see me and watch you in action. I watched your leaders of today. I observed Dan Tracy as he stood as once I stood, maintaining order as the

democratic procedures of the convention by which our Brotherhood will be governed, moved along. And I had a good secure feeling that this man who took my place was worthy of the trust, and that our Brotherhood was safe in his hands. J. T. Kelly, our first Secretary would have been proud too, to know that a man of the caliber and business acumen of J. Scott Milne was carrying on in his place. He would be amazed and pleased to know the proportions to which our assets have grown in the 59 years since we borrowed \$100 to start our union.

Worthy Officers

And I watched your other officers too, your Vice Presidents and Executive Council members, and I pay them all the highest tribute that is mine to give—they are *worthy* to be officers of the greatest organization in the world, our Brotherhood.

Yes, I'm proud to pay tribute to these leaders of today and my Brothers, I'm proud to pay tribute to you too. I thought as I watched you in action, these are Electrical Workers as I knew them more than half a century ago—alert, smart, able to think on their feet, trained by the skills of their work to deliberate action without fumbling, without confusion. As delegate after delegate from the ranks arose and took that speaking amplifier you call "the mike," my admiration grew. Here were the men to whom we had passed on our organization and our dream. And as they calmly, in intelligent, cultural manner, and with due consideration for Robert and his Rules of Order, said what they had to say, I was impressed and inspired. These delegates and the thousands more at home like them, would never betray the heritage that I and J. T. Kelly and Frank McNulty and Charlie Ford and

Jim Noonan and the other pioneers of our Brotherhood created and entrusted to every man who has ever joined the I.B.E.W. ranks in the long years between.

Then something else made me proud and happy. It was the spirit of harmony which reigned at this meeting. To begin with, the meetings were serious and the delegates took them seriously. They attended all convention sessions and they came on time. They worked earnestly till adjournment time. And I know from the intelligent, comprehensive reports presented by the committees that the committee members fully realized their responsibilities to the local unions they represented and had put serious time and effort into the work assigned to them.

I remember other years and other conventions. I remember the years of what you now call the Reed-Murphy split. I worried a lot about the Brotherhood in those years, for it seemed the organization which I and those other early members fathered, having been rent asunder, would be destroyed. But no, those able leaders of another day held steadfast and pulled the organization through. And the members, those on the losing side as well as those on the winning team, when shown the right way, healed the breach and went ahead to bring about the growth and the progress and the attendant advantages which Electrical Workers share today.

Harmonious Group

Now as I watched you in action at this Twenty-Fourth Convention, any fears I ever had for the dissension which once rent our Brotherhood faded into nothingness, for this was truly a harmonious group, thinking alike, acting alike for the good of all. "Together" is one of the most wonderful words in the English language, Brothers, for it is only by working together that any real gains come. "Together" was the essence and spirit of this convention and it was a heart-warming situation to me, knowing as I do and as you do how much bitterness and dissatisfaction and friction there is in this world.

Another thing that made me glad was the fact that you have gone ahead and made adjustments to our Brotherhood through the years to keep up with changing times. You have never stood still or let your organization stagnate. It was a happy day when you began to organize workers in the manufacturing fields for example. When we founded the Brotherhood we couldn't know how far and wide our industry was to spread. If someone had told us about radio and television back in 1891 and about all the miraculous inventions and improvements electrical prowess would bring forth, I doubt if any of us would have believed it. But what we did know and feel those many years ago, was that our Brotherhood was founded for all who had any part in electrical work and progress. We are glad subsequent leaders had the intelligence and foresight to organize all electrical workers in all fields.

Early Benefits

There's something else too. In the early days, when it was a dangerous business to be an electrician, we tried to set up burial benefits to help our Brothers who by reason of their occupation couldn't get insurance. We believed that Brotherhood and benefits should go hand and hand and even with our limited resources, we planned that way. You have carried on that idea and developed and strengthened it. You have a working, stable death benefit and pension plan. That's a wonderful accomplishment Brothers, as good as anything we ever dreamed of for you.

I'm proud too that you're looking to the future and training new apprentices. It was an inspiring sight to see that young Fox boy sworn in, in the presence of his dad and grandfather on your convention stage the first day. Three generations in the I.B.E.W. is a record to be proud of. I was pleased to know you hadn't forgotten the old timers either. It was good to see a number of old friends, 50-year members, as honored guests at your convention. The oldsters did much to give your

Brotherhood a firm foundation in the early days and you seem ever to be mindful of that fact and the respect and obligation that is due them.

There are many more things I could say to you but space is short. I want you to know, however, that I am proud of what you have done with the organization which we created for you. I say to you if you will carry on in the spirit and with the faith manifested in your 24th Convention, I don't think there is any limit as to how far you can go or how much you can accomplish.

I leave you now with the final thought—the Brotherhood is safe in your hands, of that I have no fears.

New Value of Electric Units

In the August issue of the ELECTRICAL WORKERS JOURNAL, a story gave the new values of electrical and photometric units, as adopted by the United States Congress.

The changes in magnitude of the units are small, in no case larger than 1/20 of one per cent, but the new law puts the values on a clear basis which assures the closest practicable agreement between electrical and mechanical units.

The law previously in effect, enacted 56 years ago, included double definitions of the ohm, ampere, volt, watt and other units. There were no central standards laboratories at that time, and to enable any competent laboratory to set up valid electrical standards the United States law, as well as international agreements, prescribed certain devices to produce three basic units. The ampere was defined by the rate of deposition of silver in a voltameter or coulometer, the ohm as the resistance of a specified column of mercury, and the volt as a specified fraction of the electromotive force of a certain type of standard cell.

It was later found that these conventional standards did not produce exactly the intended values of the units.

Atomic Energy Not Convertible

A report that Chicago scientists had discovered "the first practical method for the direct conversion of atomic energy into useful electricity" has been denied by the Atomic Energy Commission.

The device, known as a "boron-coated thermopile," or as a "neutron thermometer," never has been and never can be used, either for the direct or indirect conversion of atomic energy into electricity in quantities useful for power, the A.E.C. said. The only use for the device has been to measure the flux of neutrons in some of the experimental reactors (atomic piles), and even this strictly limited use has been discontinued since 1944.

The neutron thermometer measures the flux of neutrons by translating small variations in temperature into minute currents of electricity, taking advantage of the principle of the thermocouple first observed in 1821. The amounts of electricity thus generated are less than enough to light an ordinary flashlight bulb.

A spokesman for the Atomic Energy Commission summarized: "There is no practical method known at present to convert atomic energy directly into useful electricity for power purposes. That is still one of the dreams for the future. For the present the only possibility for the utilization of atomic energy for power seems to lie in developing a method for operating an atomic furnace at a high temperature and using the vast quantities of heat generated to drive a turbine."

Notice

The Report of our International Treasurer William A. Hogan, has not been reprinted for you here, since our complete audit previously appeared in the September issue of the JOURNAL.

Telephone Local Cites Gains Made Since Joining I.B.E.W.

The Editor
The Electrical Workers Journal
1200 15th St., N.W.
Washington, D. C.

Dear Sir:

We work for the Western Electric Manufacturing Company in Kearny, New Jersey.

We have been affiliated with the Brotherhood since November, 1948 and have never communicated with the other locals through the medium of the JOURNAL. We feel, however, that all the other members of the IBEW should know how we feel about the International. Therefore, we write this letter for publication.

Before we became affiliated with the IBEW we were members of the National Federation of Telephone Workers (now C.W.A.-C.I.O.). Naturally we were proud to be part of a so-called telephone workers union. However, as time went on we began to realize that we had been sold a bill of goods and that the N.F.T.W. was a union in name only, designed to perpetuate certain individuals in lush jobs.

During our entire affiliation with N.F.T.W. we experienced chaos, confusion and frustration. We participated in two strikes called to improve the working conditions of the telephone workers but found out when the "chips were down" we were deserted by the leaders when we needed them most. For example, in April 1947 we were told that all telephone workers would strike simultaneously and none would go back until all were satisfied. However, after 42 days on the picket lines we were told to go back and work out the best deal we could for ourselves. Gone was the promise, "all for one and one for all."

Compare these happenings with what we experienced since becoming affiliated with IBEW.

Since our affiliation we have successfully negotiated two wage increases for our members without any threat of strike. Our latest increases range from 9 to 15 cents per hour. All this could not have been accomplished without the assistance of the International which supplied us with experienced negotiators, complete and factual statistical data—and most of all the prestige of the IBEW.

During the last convention of the IBEW we were able to send 10 delegates to represent our local union. Some of these delegates had attended conventions held by the N.F.T.W. and it was interesting to note their comments about the difference between the two conventions. They had fully expected to go through the same experiences they had with N.F.T.W.

Where they had previously experienced chaos, confusion and bitterness they now found good constructive debate and orderly democratic procedure.

Particularly impressive to our delegates was the "Report of the Law Committee." We felt that the time that must have been put into this report was well worth the effort as it undoubtedly saved many hours of needless debate. Another interesting factor about the IBEW Convention that impressed our delegates was the fact that despite all the complex unknown factors that usually crop up in such a gathering, such as mixed-up reservations, transportation problems, etc., everything was run off without any confusion whatsoever.

We feel that the manner in which the convention was conducted is a tribute to the efficiency of the officers of the IBEW.

In conclusion, may we say that through demonstrated results the IBEW has proven to us that we made a wise choice in our selection of an International and are proud and happy to be a part of such a great organization and will do our utmost to help make it bigger and better.

Fraternally yours,
MICHAEL F. SHARD, *President*
Local Union 1470
Kearny, New Jersey

Editorial

by J. SCOTT MILNE, Editor

About Christmas and Peace

ABOUT TWO thousand years ago, the greatest miracle this sad old world has ever known took place in an humble little town called Bethlehem. The story of Christmas is the best known in all history—how the King of heaven, so loved man that He came to earth, was born of woman in a poor stable and was laid to rest in a lowly manger. And angels heralded His birth and proclaimed His message to all, "Peace on Earth, Good Will to Men." And the first to hear this message of hope were working men, shepherds, who left their flocks to go and adore the little Infant Who was also the Mighty Savior of the World.

And through all the centuries since, through all the wickedness and the bitterness and the strife, through the internecine slaughters that are wars, at this season of the year, men of Christian countries, for this one day, call a halt to much of the selfishness and the viciousness that have come to be a part of daily living, and for a few hours at least, bear good will toward other men—they seek and find peace—at least in their own souls. That's the miracle of Christmas. Would to God it could last more than a few hours.

We can make this Christmas spirit more than an ephemeral thing in our own lives if we wish. If we will say to ourselves that there is something more important in life than living to fulfill our own selfish desires and pleasures and that something is our participation in the Brotherhood of Man under the Fatherhood of God—and so living and acting toward our fellowmen, we will know the greatest comfort and peace in our own lives that we have ever known. Peace and good will must come individually into the lives of men before they can come collectively and be manifested in the outlawing of war and the creation of peace among nations.

What about peace in the world? In a world where there seems there never can be peace and where once again we are involved in a struggle which at any moment threatens to become World War III, can we have hope of peace?

Perhaps peace is not so far away as it seems. We made a definite step toward creating permanent peace in the world five years ago when the Charter of the United Nations went into force. For centuries before, the dream of an association of nations that would be

strong enough to keep the peace, had had a hopeful place in the hearts of men. Out of the agony of the world's most terrible war, out of the sacrifice of millions who fought and died in that war, came a hope of justice and peace, just such hope as had been born in the hearts of men who fought in other wars since the dawn of history. But this time the story was a little different, for out of the pain and the fear and the blood and the death, came a crystallization of all men had fought through the centuries for, and the United Nations was born.

And so at this Christmas time, we call upon our people to renew their faith and their hope in that mystic aura that stems from the Christmas season. We hope in the year ahead we can all live so as to create peace and good will within ourselves, something that cannot be locked within us but will spread to others.

And we hope the people of our nation and of the world will not lose faith and courage but will take hope in the first international promise of peace in *our* time—for *all* time, embodied in the United Nations. By finding peace within ourselves and by supporting the best hope of peace in the world in the U. N., we shall truly capture something of the beauty that the shepherds who personified the working man at the crib of Christ found those many centuries ago when they came to adore the Babe of Bethlehem and heard the song which has become the dream of men through all the years between—"Peace on Earth—Good Will to Men!"

About Our Convention

BROTHERS, about three weeks ago, I experienced the most thrilling and inspiring moment of my life. It was on Monday, October 16, when I stood on the stage of Dinner Key Auditorium and looked out over the sea of delegates assembled there—assembled from the length and breadth of this continent, from locals big and small, representing nearly half a million members in what to me, and I'm sure to you too, is the greatest labor union in the world. I tell you it was a moment to remember and one I shall carry with me as long as I live. I only wish it could be shared with every one of you as it was shared with

your delegates to the convention. And the feeling of inspiration was mingled with pride, pride because of many things, but chiefly because from the first minutes of the convention, when the delegates rose and sang the National Anthems of the United States and Canada, to the end when they lifted their voices in "God Bless America," there was not the slightest tinge of anything bordering on communism. All through the meetings, one had the distinct feeling that here was a group of earnest, patriotic Americans and Canadians loyal to the core.

And the second feeling of pride stemmed from the harmony that reigned throughout our meet. In these days of struggle, international and domestic, when news headlines, regarding conventions of other organizations, many unions included, parade stories of conflict and bitterness and disunity and faction, it was a wonderful feeling to be at our Convention and feel that here is a group of men who have built an organization to last. They have founded it on a strong constitution. They have created it to operate on a sound basis. They have worked together to send it forward, to win new members and new gains and prosper as its founders never dreamed it could. They do not fight among themselves because they all want the same things—a strong union with benefits for all. That's the way our convention appeared to me and I feel sure to nearly every delegate in attendance. Many have written us to that effect.

There have been a few criticisms. We welcome them because criticism is healthy for every organization. The criticism stemmed from the thought that things went too smoothly at the convention, there wasn't enough opposition. That criticism, while we welcome it, and hope to learn something from it, doesn't seem quite fair. Everyone who desired to speak at the convention had his chance unless debate was stopped by action of the delegates, which was their democratic prerogative, and over which a chairman has no control. And as our delegates can tell you, there was much constructive argument on the few issues which might be considered controversial. All had a chance to present the case for and against and then the convention voted. The delegates were free to vote as they pleased. They did. If their action favored the reports of the committees, they must have wanted it that way. The committee members came from locals all over the country. They spent many serious hours preparing their reports. They recommended the action they thought was best. They, like all our convention delegates, like all our members, have the good of our whole Brotherhood at heart, first and foremost. It does not seem odd to us then, that their views and the wishes of the delegates coincided.

No Brothers, we cannot but feel proud and happy that in a time of turmoil and strife, relationships in our Brotherhood are harmonious and we had a harmonious convention.

We hope all our members feel that way too and that with a spirit of true brotherhood and cooperation one with another, we will go forward in the next two

years to greater and greater heights. We hope our convention motto will become engraved in the minds and hearts of every member of the I.B.E.W. until no one can know how far we can go and how much we can accomplish.

"One Union, One Brotherhood—We Go Forward Together!"

About the Election

NOVEMBER 8 was certainly a day of mingled feeling for the citizens of these United States—and not only for Americans but for citizens of countries all over the world. The votes were in and counted. It was a time for tallying, taking inventory, seeing where we stood. The Democrats retained numerical control of both houses of Congress by a small margin. However, what this actually spells on the political and legislative scene is anything but bright. The coalition of reactionary Republicans and Dixiecrats was strengthened by the election results and it is extremely unlikely that the legislative advances in the field of social justice, so desired by organized labor, will be brought about by the 82nd Congress.

There were some who were very happy over the election—the people who won and some others—Russia, the National Association of Manufacturers, the U. S. Chamber of Commerce, the American Medical Association—because they stand to benefit most by the election returns. Russia must be happy because a strengthened GOP-Dixiecrat coalition means a big set-back to the fight against communism. Isolationists, blind to many things—the value of the Marshall plan, that we are living in an atomic age, that peace cannot come about from no stronger action than burying heads in sand like so many ostriches—these are the people in the driver's seat again. The NAM, C. of C. and AMA and others like them are glad, for they see the way clear now for big business to get bigger, for a soak-the-poor tax program instead of an excess profits tax and for set-backs to legislation that would help the working man possibly to their detriment.

There are many to whom the election struck a telling blow. Free nations like France and England are fearful of this triumph of the isolationists. Russia's jaws yawn ever wider and they need help to avoid them.

The working people are hurt by this election. They have all been terribly hurt though some of them do not realize it yet—and I refer to those who weren't enough concerned to vote and those few who voted against labor's interests. Certainly these were a small minority, who acted as they did for reason of fear of war, or because they had the wool pulled over their eyes by the nation's newspapers, which did a damnable job of betraying the American people by refusing to print news impartially. In their editorial columns, newspapers have a right to be as prejudiced as they like, but they still have the duty in the rest of the paper to tell the news fair and square.

(Continued on page 91)

With the Ladies



This is Christmas

ONCE again it is the holiday season we love, the joyous Christmas time and we have some decorating ideas and some gift suggestions for you and some recipes for Christmas goodies, without which no Christmas celebration would be complete.

But let's stop for a moment and analyze just what makes up this Christmas we love and how we can make this Christmas the happiest and best ever.

Christmas is Holy

First of all, Christmas is the Birthday of the Little Infant Who left His home in heaven to be born in a humble stable in Bethlehem and thus to open the gates of Paradise to all men. So Christmas is a holy day and one that should retain the holy spirit of Christmas. There is no better way to capture and retain this spiritual quality than by reading the old, old story once again and re-telling it to our children.

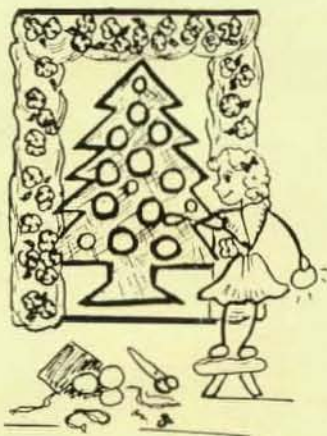
Christmas is Kindness

Then what comes next in that series of things which make up Christmas? It's what is commonly known as the Christmas spirit and it too stems from the beauty of the first Christmas when the angels sang of "Peace on Earth, Good Will to Men." Ever since, at Christmas time, man has sought and found peace and good will at this season of the year. We feel especially kindly toward those we love and want to buy them gifts and do things for them. We feel kindly toward others too, the lonely and the poor and we are filled with the desire to make others happy at this truly happy season.



That Christmas spirit is wonderful and we should let it have full sway and encourage it in our children. But we should do something else this year too. We should try to cling to it as long as we can. The Christmas spirit of kindness and good will is such a wonderful, wonderful thing that we should try to make it last and

spread it out through the year. People are poor and lonely all year, not just at Christmas. People need friends and kindness every day of the year. Why not resolve this year that our own personal Christmas spirit is not something we are going to throw out with the withered Christmas wreaths and the holly a day or so after Christ-



mas, but we are going to keep it and try to practice it through the year. It will pay dividends, lady—in satisfaction and peace of soul. Celebrate Christmas in the true spirit this year and you'll truly say, "This was the nicest Christmas we ever had." Retain that spirit and practice it through the year and you'll say next Christmas, "This was the best year we ever had."

Christmas is for Children

Now then, there are other things that make Christmas. Santa Claus and gifts and decorations and goodies.

Santa Claus and children are synonymous. Christmas is for children more than for anyone else. Make their Christmas a happy one they will remember. Giving them a happy Christmas doesn't mean just fixing a pretty tree for them and buying them some gifts they'd like—that's part of it, of course, but another very important part is letting them share in everything—making them an integral part of your preparations. Of course it takes more time, of course they get in your way, but Christmas is their

day more than anyone else's—let them enjoy every moment to the fullest. Let them help you decorate and shop and wrap packages and make some of the Christmas goodies. These are the wonderful things they'll remember in years to come. Give them all the wholesome happiness you can now. We never know what the years may bring so let's do our part now to give our children a happy childhood, remembering that Christmas is just about the most important part of childhood.

Christmas is a marvelous conglomeration of many things. Let's take advantage of them all to make this one the very best ever.

Now that we've philosophized for several paragraphs, how about a few little ideas which may be helpful to you.

The Christmas Table

First, for your Christmas table decoration. Cut out a large star from gold construction paper. In the center place a thick white candle. (It will stand readily if you place it on a few drops of melted wax.) Around the candle arrange some little sprigs of holly. Then directly in front make a little crib scene. The small figures of madonna and manger, shepherds, animals, etc., may be purchased very reasonably in the ten-cent store. From the points of the star, run red and green ribbons to each place at the table and have them end in a smaller star cut also from gold construction paper. Place a small candle in the center of each of these stars. At



dinner time when the large candle and each family member and guest's individual candle is lighted, it makes a pretty and unusual table setting. You may paste small gold star seals all over your table cloth if you like. They will add an additional festive touch and will come off easily when the cloth is washed.

There's an old Christmas gift custom which I think is a very nice one and that's the sending of Christmas goodies to friends and neighbors on Christmas Eve. Some call this sending a house gift and include the pastor of the church, the children's school teacher, perhaps even the corner grocer, etc.

Small fruit cakes, boxes of cookies and candy are nice. Special gingerbread men or popcorn balls for children in a family are especially nice to include.

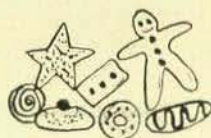
One friend of mine makes special holiday cakes in fancy molds which are the delight of all the neighbors to whom she gives them. Last year she used a Christmas tree shaped pan, iced the cake with green frosting and decorated it with bits of gum drops, cherries, nuts, etc., to simulate ornaments. This year she has purchased a lamb mold, will make the cakes in them, ice with white frosting and sprinkle with coconut and tie a red ribbon and spray of holly at the neck.

Window Tree

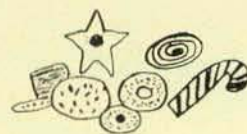
Time is growing short but before we conclude, we want to mention a special activity for the children. As we said they love to help and be a part of all the Christmas preparations. This year let them make a decoration to be placed in one of your windows. Help them to outline and cut out from a big piece of black construction paper or a big desk blotter, a Christmas tree. Outline on the tree, circles in various sizes and show them how to cut these out also. Over the holes made in the tree, paste pieces of cellophane in different colors. Then the tree is inserted in the window and fastened with Scotch tape. At night the light will shine through to the street and the silhouetted tree with its "colored balls" is very effective, and the children who made it will be delighted that they had such an important part in creating the masterpiece.

There are many things more we'd like to add here about Christmas and your preparations but space is all used up. There are some recipes for Christmas goodies in the box on this page which you may like to try and on another page of the *Journal* is a Christmas story for children which we hope that they'll enjoy.

We close now wishing you and yours a happy, happy Christmas filled with enough true Christmas spirit to last all year through. May the Christ Child bless you and make all your Christmas dreams come true.



Christmas Goodies



CHRISTMAS wouldn't be Christmas without all the delicious sweet things that go with it. Here are some suggested recipes, perhaps you'll want to try for home and why not make an extra batch of each—they would make "sweet" gifts for your friends and neighbors.

CHRISTMAS COOKIES

Cream	1 teaspoon baking powder,
$\frac{1}{4}$ cup butter or butter substitute	$\frac{1}{4}$ teaspoon salt and
and add	$\frac{1}{4}$ teaspoon nutmeg if desired.
$\frac{1}{2}$ cup sugar gradually,	Add
1 egg well beaten,	1 tablespoon milk and
$\frac{3}{4}$ cup flour sifted with	$\frac{3}{4}$ cup flour, and

Flavoring. Put in ice box or in a cool place until thoroughly chilled, when mixture should be quite stiff. Take out a small portion on a floured board, roll until as thin as paper and cut in Christmas shapes, trees, stars etc. Place on greased tin and bake 8 minutes in a moderate oven.

This mixture can be called a "foundation recipe" and from it can be made a great variety of cookies. Many different kinds can be made by using the following directions:

1. Sprinkle mixture generously with coconut when partially rolled out, finish rolling.
2. Sprinkle mixture with cinnamon and sugar before cutting out.
3. To $\frac{1}{4}$ the mixture add $\frac{1}{4}$ cup chopped nut meats, roll thin, shape, sprinkle with chopped nuts and bake.
4. Put a few currants in the center of each cookie before baking.
5. To $\frac{1}{4}$ mixture add $\frac{1}{4}$ square melted chocolate before chilling.
6. Frost cookies and decorate with leaves and stems of green citron, and candied cherries.
7. Cut cookie mixture in circles. On one-half the pieces put a teaspoon of filling, cover with another cookie, and press together, then bake.

Here's an old holiday favorite everyone loves:

STUFFED DATES

Wash and stone as many dates as are needed and stuff with any of the following:

English walnut meats, broken in pieces,	Candied ginger, cut fine,
Pecan nut meats, broken in pieces,	Fondant,
Salted peanuts, chopped,	Candied pineapple, cut fine,
Peanut butter,	Roasted almonds,
	Brazil nuts, brown skin removed.

After stuffing, roll the dates in granulated or powdered sugar.

Here's an easy, can't-fail recipe for creamy fudge:

UNCOOKED FUDGE

Melt	1 cup English walnut meats cut in pieces, and
7 ounces sweet chocolate over hot water, add	$1\frac{1}{2}$ teaspoons vanilla. Spread in buttered pan, and when firm cut in squares. This fudge is always soft and creamy.
1 tablespoon butter,	
1 cup confectioners' sugar, yolks of	
2 eggs beaten until thick and lemon colored, whites of eggs beaten stiff,	

This last recipe will be most popular with the small fry.

POPCORN SNOW MEN

$\frac{3}{4}$ cup granulated sugar	3 quarts of popcorn
1 pint of clear corn syrup	

Boil to the brittle stage the granulated sugar and corn syrup. Pour the syrup over the popcorn, mix well and shape. Use small balls for heads and larger ones for bodies. Make eyes, nose and mouth by pressing in currants or pieces of raisins.

The addition of a little hot syrup will paste the head firmly to the fat, chubby body.

QUESTIONS and ANSWERS

Q. Is the current flow or polarity in a thermocouple circuit governed by the type of conductor? I've always understood current travels through the path of least resistance. Is this the proper reasoning for the above question?

W. J. DE LEUIL, JR.
Local Union 369

A. A thermocouple that is used to measure heat makes use of the principle that a difference in thermal potential or electromotive force (EMF) exists at each junction of two unlike pieces of material. However the current flow will be greater through the path of least resistance under the action of a continuous EMF, and so copper will naturally conduct more current than iron with the same potential applied to both.

The energy that causes the EMF in a thermocouple is the heat. The two dissimilar materials are joined together at the end which is exposed to the temperature to be measured and the other free ends are connected to an instrument for measuring the EMF in degrees of temperature. Tables in a hand book will show the relation between the EMF and degrees for various types of metal.

Q. Just a word of appreciation to the questions and answers of the Electrical Workers' Journal. These pages are the outstanding ones of the Journal.

In the August issue there was an article on locating ground faults

with a clip on ammeter. I can understand how this would work if all phases were balanced. But what if they weren't? If two phases were high with load and the other phase low and the ground would appear on the low phase and equal the other two, would that still show on the ammeter? Looks like that would cancel the reading back to zero if all three were equal in front of the ammeter. Please explain how this would work.

MELVIN THORTON,
Local Union 407

A. The clamp-on ammeter, when placed around all three legs of the three-phase, three-wire system, would still read the current flow to ground even though the grounded phase had only a partial ground which was not sufficient to short-circuit and blow a fuse and which ground might cause a balance in all three phase legs when measured separately. The reason this ground current indicates on the ammeter is because the ammeter adds the three currents in each leg vectorily and the current to ground has a different phase relation than the phase to phase relation of the ungrounded conductors. However, a certain component of this grounded current might cancel itself out in relation to phase it is grounding yet another component will show on the ammeter.

However, in an unbalanced grounded neutral system the partial grounded phase, if it is of

sufficient quantity to balance the other two phase legs, would indeed show a zero reading if the ammeter is clamped around all three of the conductors, since the grounded phase would be in the same phase relation as the neutral to the ground. Therefore, if the ground is suspected one should measure all the conductors together at various intervals toward the load to find where the zero balance is passed and a reading occurs on the ammeter.

The June issue showed how the neutral current was computed in an unbalanced system.

Q. In the May 1950 issue of the Electrical Workers' Journal, there appeared an article on page 34 about a machine tool control transformer.

I will greatly appreciate it if you will advise me as to the name of the manufacturer of these transformers.

E. M. ROBINSON,
San Francisco, Cal.

A. The machine tool control transformers are manufactured by General Electric Company. The 0.075 kva for 220/440 primary to 110 volts secondary at 60 cycles is Catalogue No. 84G500 and lists for \$23.00. The 0.5 kva has a Catalogue No. 79G504 and lists for \$45.00. The 50 cycle series for 208 / 220 / 380 / 440 / 416 / 440 / 550 volts primary to 110/95 volts secondary and from 0.15 to 3 kva lists for \$49.00 to \$135.00. While the 25 cycle series for 220/440/550 volts primary to 110 volts secondary lists for \$45.00 to \$75.00 and are available from 0.15 to .5 kva. All transformers have prefix numbers of 84G or 79G.

Westinghouse Electric Mfg. Co.'s Catalogue in Section 44-425 lists various types of machine tool control transformers.

Q. When installing a collar in a hole cut in a beam should it be welded on both sides?

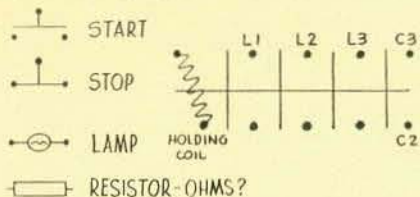
Is a steel hammer recommended to shape marine cable properly?

BENJAMIN P. SPENCER,
Local Union 1152

A. A hole cut in the center of a steel beam which is not too large in

diameter need not be welded if one so desires. However the beam would be strengthened if the sleeve was welded and still more so if the weld is made on both sides of the beam.

A steel hammer is not recommended for shaping any lead cover cable including marine except for the armored jacket. Cable splicers use a hard wooden handle generally for shaping sleeves for splices.



Q. Regarding above diagram, can you give me the circuit of lamp and resistor, and wired to holding coil? What is the purpose of resistor, and how is it possible to use a 120 volt pilot light on a 220 volt power circuit?

VITO SPERA,
Chicago, Ill.

A. Below is shown a typical wiring diagram for connecting a "start-stop-pilot" push button station to a starter having 220 volt, 3 phase source of power. The resistors in the pilot circuit are used to cut down the voltage to the pilot light by means of the IR (current resistance) drop. The common voltage of the pilot is 55 volts and uses .045 amperes. For a 250 volt power source there are generally two resistors in series for a total of 2600 ohms. For a 125 volt power source one resistor of 1200 ohms is used, since the lamp is approximately 2.5 watts.

Q. I would like to know what the voltage would be or rather is supposed to be on an ungrounded closed Delta, testing from each phase to ground.

A. At the plant where I am working we make voltage checks on a branch circuit; the voltage is 440, which is what my voltage tester shows across phase and from each phase to ground I get about 220 volts.

However on another branch circuit coming from an entirely separate bank of transformers my voltage across phases is o.k., but from each phase to ground is zero. Both of the transformer banks feed from the same substation at 2300 volts and are distributed out at 44—volts. I would appreciate hearing from you about this trouble.

When installing ball bearings in a large or small motor, is it correct for the outer race of the bearing to rotate around at a very slow speed in the housing?

I realize it would be impossible for it to ro-

tate very fast because it naturally would produce too much friction. I was informed by a motor repairman that it should be allowed to creep around at a very slow speed.

R. M. MCCARTHY,
Beaumont, Texas

A. If none of the phases are grounded the voltage to ground from each phase will be zero because there is no coil in the conductor to build up the voltage.

For the branch circuit that tested 440 volts across each phase and 220 volts from each phase to ground, the circuit under test must have been connected "Star" or "Y". In this case 220 volts will be obtained to ground. Likewise if each transformer has a center tap 220 volts will be obtained to ground.

The other branch circuit that tested zero from each phase to ground was as it should be and indicated a "Delta" connection and ungrounded.

When installing ball bearings the outer race should be installed between 0 and .001 loose but not too loose or excessive wear will result between the metal to metal contact. The ball bearings should be "floating" so that they should slowly creep, not rotate, in the outer race and thereby spread its duty wear in all zones. The slight degree of looseness is required also for allowance of expansion and contraction since the motor operates under different atmospheric conditions and locations.

Q. I would like someone to explain why, or the reason for one slip ring and one winding lead being grounded on 3 phase slip ring rotor. This is a 50 h.p. General Electric A.C. Motor 900 R.P.M., 220 volts, 124 amps., 60 cycles, type I, form M. There is no current or voltage rating for the rotor circuit. This winding is connected 1Y.

J. C. COCKERHAM,
Shreveport, La.

A. The slip ring rotor type motor is not grounded today. This 50 h.p. motor is no doubt an old
 (Continued on page 91)

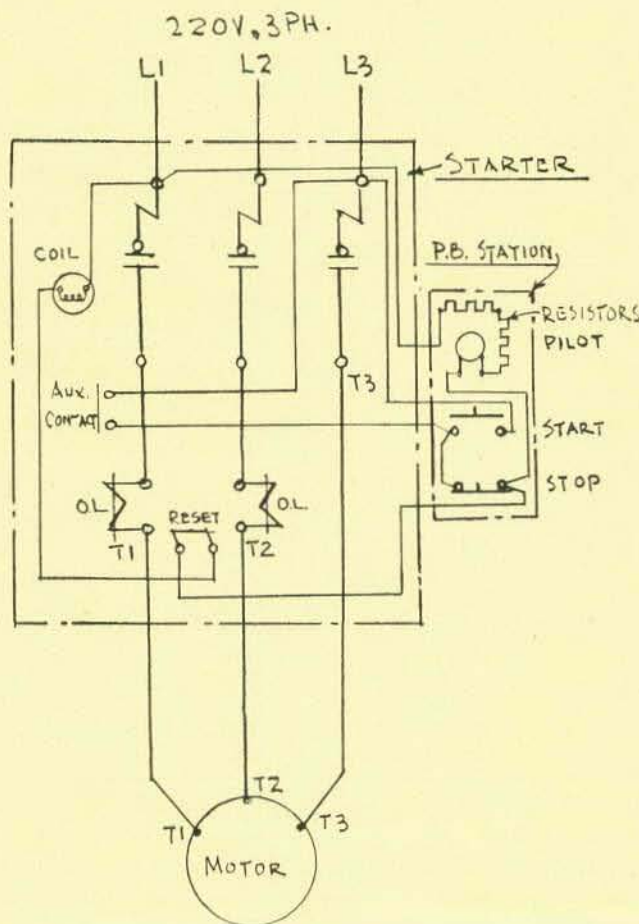


Diagram given in answer to question from Vito Spera.

All About Christmas

HANG UP your stocking, get out the tinsel—it's Christmas time again! Time for fragrant evergreens to be decorated, for gifts to be bought, for holly and mistletoe to be spread around the burning Yule log. But time for other things, too—for the Babe of Bethlehem and that ever-beautiful story of the Nativity.

Actually, Christmas has a two-fold significance. First and foremost, of course, is the religious, commemorating the birth of Christ and secondly, the festive, descended from the seasonal customs and celebrations of ancient peoples. Instead of abolishing such customs completely, the first Christians decided to make use of them by keeping the traditions while changing their significance. So, in place of the pagan feast, Saturnalia, in honor of the "Sun," the source of light, the Christians substituted observance of the birth of the "Son," whom they considered the Giver of light.

In Former Days

Today, the birth of Christ is celebrated on December 25, but this was not always so. Christmas was not celebrated at all until a few hundred years after Christ's death, and even then, there was much uncertainty concerning the date of the celebration. At first, it was held on January 6, which is now observed variously as "Three Kings' Day," "Epiphany," "Twelfthtide" and "Arrival of the Magi." It was not until the middle of the fourth century that the date of Christmas was fixed at December 25, and it was a Bishop of Rome who started the observance of the feast on this day. The Roman Emperors naturally were not anxious for Christianity to spread since it contradicted the

belief that the emperors were gods. Therefore, the celebration of Christian feasts was not permitted at all until the time of the Emperor Constantine, when the Christian religion was recognized. It was then that the celebration of Christmas, or "Mass of Christ," became an established custom.

Changing Customs

Traditions and customs are bound to undergo changes as they pass down through the ages and the celebration of Christmas was no exception. There began to be admixtures of revelry and partying in the deeply religious character of Christmas. We are told that as early as the sixth century, folk practices had begun to creep into the observance of the holy day. "Merry Christmas" became more than just a feast day. The result of this evolution was most noticeable in "Merrie old England," where rowdy celebrations soon became the keynote of Christmas. A Master of Despots was elected to make plans for the Yule season and to appoint a Lord of Misrule, whose chief task was to keep the celebration lively. Soon, the religious element was almost completely forgotten and by the 17th century, the holiday celebrations had reached such depths that they were abolished by law. This law, passed during the days of the Puritan rule, had a far reaching effect upon the New World, as far as Christmas was concerned. The Pilgrims carried with them to America an intense hatred of the Christmas holiday, as a result of these boisterous affairs and would not allow the day to be celebrated at all in their colony. Thus, Yule traditions were not

quick in spreading through America.

Christmas was not easily forgotten, however, and in the next century, its celebration was taken up with renewed, though less noisy, vigor. Today it is a holiday most revered and loved and although it holds special enchantment for children, Christmas is dear to young and old alike.

Now let's consider the numerous customs which are so much a part of its observance. Every practice which contributes to our present day celebration of Christmas can be traced back over the centuries to some insignificant origin.

Origin of Tree

Of first importance is the Christmas tree, the very heart of all the things that Christmas is. There are many theories concerning the origin of this familiar custom. One holds that the first Christmas tree was a palm brought from Egypt. It had 12 parts, seeming to represent Christ's 12 Apostles. Another story attributes the origin of the Christmas tree to St. Boniface. While preaching in Germany, Boniface endeavored to eliminate the worship of the great god, Thor, and to do away with human sacrifices by supplanting Christian ideals. In order to do this, he substituted the young fir tree for the Thunder Oak, and dedicated it to the Christ Child as a symbol of the new worship.

Still another theory tells us that Martin Luther is the one responsible for the use of the evergreen tree to symbolize Christmas. The story says that one Christmas eve, Luther was walking in the forest and was filled with wonder at the beauty of the stars. He tried to

describe the scene to his wife but was unable to express himself effectively. So in order to portray the scene more clearly he brought in an evergreen and set lighted candles on its limbs to signify the splendor of the Christmas stars. It is said that although the people on the continent continued to observe this custom of decorating a tree at Christmas time, it was not introduced into England until the German Prince Albert married Queen Victoria.

Story of St. Nick

Of course, no discussion of Christmas would be complete without that merry little man with the long white beard, known to us as Santa Claus and to others as San Nicholas, Kris Kringle, Pelznickel, Yule Tomten, Petit Noel and many, many different names. St. Nicholas lived in the third century in Asia Minor. As Bishop of Myra, he became famous for his kind heart. He is said to have secretly provided dowries one time for three poor maidens, so that they were able to secure suitable husbands. After that, any unexpected gift was attributed to Nicholas.

The idea of Santa Claus seems to have originated in the Northland, where he appeared as a silent figure upon a white horse. At Yuletide, the children filled their wooden shoes with food for his horse. If they were good, they would find apples and nuts in place of the food next morning. In some countries, stockings were hung out by girls who believed that St. Nicholas would provide dowries for them, as he had for those three poor maidens. This custom of hanging up the stocking is still very much a part of our Christmas celebration today, without, of course, the hope for the long-forgotten dowry.

But to get back to good old St. Nick. We next find him in Germany, where he was pictured as a tall thin man wearing a peaked hat and carrying bags of sugar plums for the children. Holland, too, adopted St. Nicholas and since his feast day is December sixth, that is when the Dutch exchange gifts.

It was not until Santa came to

America that he took on the goodly proportions by which we know him today. On Christmas Eve, children wait for this jolly little man to scramble down the chimney and fill their stockings with gifts. This idea that Santa comes down the chimney can be traced to the Norsemen, whose goddess, Hertha, appeared in the fireplace and brought good luck. In a celebration similar to the Roman Saturnalia, the Norsemen observed a feast called Yule, in honor of the god, Thor. With great ceremony, a Yule log was burned every year and many superstitions became attached to this practice, which is still carried out faithfully in many places today.

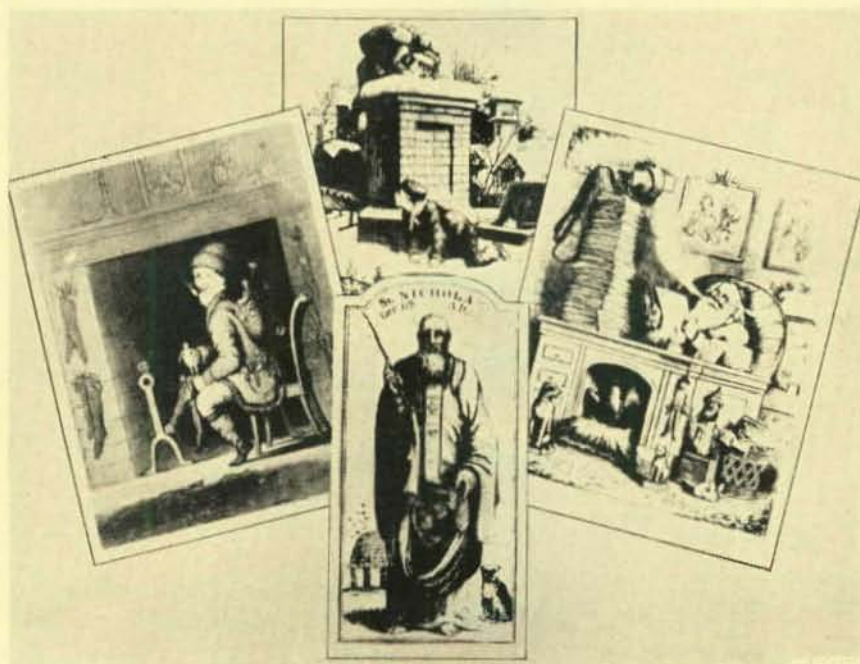
Mistletoe Enters

And who could celebrate Christmas without holly and mistletoe? We are told that greens found their way into early Christmas festivities because of certain virtues or properties which the ancient peoples had considered them to possess. It was the Saxons who gave mistletoe its name but before them, it was used by the Druids, who called it "Heal-all" and attributed curative powers to it. The Druids also

originated the custom of decorating their dwellings with holly. To the Christians, bright red holly berries symbolized Christ's death and crown of thorns.

The custom of exchanging gifts is an old one, too. It is reminiscent of the ancient offerings made to the gods for a fruitful year. With the coming of Christianity, this pagan element was eliminated and the custom was traced to the gifts of gold, frankincense and myrrh which the Wise Men brought to Bethlehem. Christ was considered the great gift of God to the world, and when people first began to give presents, these had a religious significance. If unable to do more, people were expected at least to greet their friends. The idea of sending greeting cards to friends at Christmas time is said to have been originated in England by Sir Henry Cole, around 1846. The first cards were about the size of small visiting cards and usually were painted with a spray of holly or mistletoe. By 1862, this custom had an immense following and has grown by such leaps and bounds that it is an in-

(Continued on page 91)



The first Santa Claus, the venerable St. Nicholas, Bishop of Myra, was a tall and stately ecclesiastic (lower center), in sharp contrast to the early versions of the jolly old gentlemen visualized by American artists. At left is an 1844 characterization from the New York Mirror; at top and right are the delightful representations by the famous cartoonist, Thomas Nast, who in 1860 set a style that has persisted to this day. Photo courtesy Hallmark Company.

1950 IN REVIEW

JANUARY

"Organized labor," wrote President Tracy in the lead story of the January issue of the *Journal*, "has a great stake in foreign affairs. If labor is to be free of the shackles of the totalitarian yoke, labor must be free. Without free labor there can be no free men." President Tracy went on to say that he was hopeful that the proposed world federation of free trade unions (since organized as the International Confederation of Free Trade Unions) would play a beneficial role in the fight against totalitarianism.



Tracy Discusses Pensions

In a speech before the convention of the National Electrical Contractors Association, in Houston, Texas, President Tracy outlined his philosophy of pensions as follows: "Pensions for those who labor in the collective effort to improve the commonweal are justified completely. An individual who expends his life's energies, that others may enjoy the convenience of modern living and be provided with the necessities of life is certainly entitled to more

than security for today only. Justice demands that he be unburdened of the fear of future insecurity."

The *Journal* announces the start of series of health stories. The use of fluoride in the prevention of tooth decay is discussed in the first story.

Local No. 1, St. Louis, honors 372 veteran members and 75 apprentices at special ceremonies attended by President Tracy and Secretary Milne.

FEBRUARY

In another of its "Know Your A. F. of L." stories, the *Journal* recounts the stirring history of the International Ladies' Garment Workers' Union, and its substantial achievements in bringing improved wages and working conditions.

Export of critical electrical products to Europe under the Marshall Plan has helped bring substantial recovery to the continent, the *Journal* reports, noting that total output of electric power in western Europe was 65 per cent higher than before the war.

The work of the Microfilming Department of the International Office is discussed.

Work of Labor's League for Political Education is described, and the voting records of Senators and Congressmen given.

I.B.E.W. members participate in work of overhaul of the U. S. Capitol.

The labor press, says Secretary

The *Journal*
Reviews the
Stories It
Featured In
Year Drawing
To a Close

Milne in an editorial, "has the responsibility of keeping its people informed on issues of the day which affect their health and welfare."

The *Journal's* front cover shows a photo of the statue of Abe Lincoln in the Lincoln Memorial, Washington, D. C.

MARCH

Congressman Neil J. Linehan, of Chicago, a veteran member of Local Union 134, is interviewed and expresses belief that the 81st Congress will make real progress in furthering Fair Deal objectives.

Work of the Research Department of the International Office is related.

The fascinating business of stamp-making is told in story and pictures. Special subject is the stamp issued by the Post Office Department in honor of the memory of Samuel Gompers, first president of the American Federation of Labor and the greatest labor leader of his time.

Cancer, which kills more people than any other disease except heart trouble, is discussed in a forthright article.

"Power on the Prairie" is the title of an article which tells of life at Midway station, isolated power crossroads of the Bonneville Power Administration in the Big Bend country of the State of Washington.

APRIL

"The *Journal* Goes to Press," describing the production process

of your monthly magazine, is another in the series of stories on the work of various departments of the International Office.

Work of members of Local Union 26, Washington, D. C., on one of the world's largest apartment houses under a single roof, is told.

"The members of our Brotherhood scattered all over these United States and Canada are the best public relations officers we could possibly have and there are over 400,000 of you to tell the I.B.E.W. story and sell it to potential members," writes Secretary Milne in an editorial. "Because you are for the most part, satisfied workers, sold on the benefits of unionism, you are living proof to others that it is a sensible thing to do to sign up with the union. Because the vast majority of you are conscientious workmen who take pride in your work and do a good job wherever you are, you've 'sold' the union to employers. They know it's the sensible thing to hire union labor."

In an article titled "Put Public Relations to Work for You!" the JOURNAL discusses the importance of this subject both in personal and public life.

The JOURNAL interviews Congressman Edward A. Garmatz, of Baltimore, veteran member of Local Union 28. He and Neil Linehan of Chicago are the two I.B.E.W. members serving in the 81st Congress.

Career of William Cleary, Business Representative of Local Union 134, elected as Secretary of Chicago Federation of Labor, is recounted.

MAY

A joint statement on local pension plans, signed by the I.B.E.W. and N.E.C.A., suggests that NECA chapters and IBEW local unions in the electrical contracting industry "should refrain at this time from seeking to set up local pension plans, as the industry is now covered by the International Brotherhood of Electrical Workers' Pension Plan and the Employees'

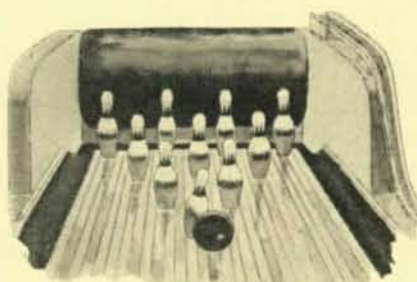
Benefit Agreement under which the contractors pay one per cent to the National Electrical Benefit Fund.

The history of the Bricklayers, Masons and Plasterers' International Union of America is related in another of the "Know Your A.F.L." series.

"Mailing the Journal," the story of process by which the magazine goes each month to over 400,000 members, is told.

Diseases of the heart are discussed in another of the Journal's health stories.

How artificial mica is produced in the laboratory is a May feature.



Pins Fell at Cleveland

Story of the I.B.E.W. Sixth Annual Bowling Tournament, held at Cleveland, and attended by 1,100 keggers.

Career of Harold J. Laski, a leader in the British Labor Party, who died March 24, is reviewed.

JUNE

A story of the fine relationship that exists between the Central Arizona Light and Power Company and Local 387, I.B.E.W., is the lead feature story.

President Tracy, for his "unselfish services rendered to the Brotherhood," is presented with a solid gold pocket card by Local Union 52, Newark, N. J.

The A.F.L. Executive Council appoints President Tracy to serve on the AFL committee to discuss unity with the CIO.

Secretary Milne makes an appeal to all members to support Labor's League for Political Education.

How installed generating capacity has increased since the end of the war is surveyed.

"Details and Doers," another in the series dealing with the work of the International Office, summarized work of smaller departments.

A robot lightship, built for the Coast Guard at Curtis Bay, Maryland, is launched.

High-speed reversal of motors is discussed in a technical story.

JULY

The JOURNAL is selected as the "most attractive in topography and make-up, readability and general editorial excellence" at the annual conference of Eastern Labor Press Editors, meeting in Washington, D. C.

Trend to public power is criticized in a release by the I.B.E.W. International Executive Council. "Labor does not choose to have its welfare determined by the administrative orders of Government officials no matter how well intentioned they may purport to be," said the statement.

The JOURNAL covers the great Union-Industries Show at Philadelphia, in which the I.B.E.W. had a spectacular exhibit.

"The Bakers' Story," another in our AFL series, tells the history of the Bakery and Confectionery Workers' International Union of America.

Tribute paid to the Organization's 50-year members.

Local Union 134, Chicago, celebrates its Golden Anniversary.

JOURNAL brings story on "Pointers on Polio Prevention."

AUGUST

How the court injunction has been used as an instrument against labor is related by Secretary J. Scott Milne in an article titled "Labor's Lot Under the Injunction."

Congress redefines electrical terms.

JOURNAL brings story on the \$8,000,000 Brooklyn-Battery Tunnel, wired by members of Local Union 3.

Story of the National Federation of Post Office Clerks, AFL affiliate, is related.

(Continued, next page)



Advance story on the convention described everything but the hurricane.

SEPTEMBER

Another in the "Know Your AFL" series tells the story of the International Union of Operating Engineers.

Humphrey Mitchell, Canadian Labor Minister and former I.B.E.W. member dies in Ottawa.

"The First Labor Day" (Sept. 5, 1882) tells the story of the great American holiday that had its conception in the mind of Peter J. McGuire.

The story of the famous march of Coxey's Commonweal Army, from Massillon, Ohio to Washington, D.C. 57 years ago, is related.

In story and pictures, the JOURNAL tells of an outstanding apprenticeship program established jointly by Local Union 77 and management in Spokane, Washington.

Functions of the new high-speed electronic computer, built by the National Bureau of Standards, are related. The machine performs 5,000 additions, subtractions, or comparisons each second.

OCTOBER

"The Plumbers' Story," another in our "Know Your AFL" series, tells the story of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry.

In an editorial, Secretary Milne pays tribute to Secretary of Labor Maurice J. Tobin for his fine work in rebuilding the Department.

"How They Voted," a story by President Tracy, tells the importance of the vote. The story is followed by a table showing the voting records of Senators and

Representatives on eight critical issues.

New tribute is paid to those members who have joined the "50-year circle."

Important concessions won by telephone workers in Chicago.

In a special 16-page insert, the JOURNAL relates the fascinating history of the I.B.E.W.

The story of diabetes is told in another of the JOURNAL's health series.

Louis P. Marcianite, member of the I.B.E.W. Executive Council, describes his trip abroad as labor adviser to the AFL delegate to the 33rd Conference of the International Labor Organization.

NOVEMBER

The story of Sam Gompers and his achievement is told.

Highlights of the great 69th Convention of the American Federation of Labor, at Houston, are summarized.

The International Labor Press of America honors the JOURNAL for general editorial excellence, coveted top award for labor publications.

"The Fire Fighters' Story" tells the story of fire-fighting through the ages and of the organization which represents today's fire fighters in the United States and Canada, the International Association of Fire Fighters.

"The Mysterious RH Factor" is another in the JOURNAL's health series.

"Television Service Experts at Work" tells the story of the excellent relationship that exists between the I.B.E.W. and the RCA Service Company, and the joint program that was set up to train television technicians.

Baltimore's Local Union 28 observes its Golden Anniversary with a banquet at the Fifth Regiment Armory attended by scores of Maryland dignitaries, including Governor William P. Lane, Jr., Congressman Edward A. Garmatz, and the Mayor of Baltimore, Thomas D'Alesandro, Jr. Several hundred persons attended.

Power Needs Triple In Missouri Basin

Total power requirements of the Missouri River Basin are likely to reach between 44 and 45 billion kilowatt-hours in 1970, about triple the 1946 total, according to estimates contained in a survey made public recently by the Federal Power Commission.

To supply the electric loads in 1946, the utilities had an installed generating capacity of 3,500,000 kilowatts, one-quarter of which was hydroelectric and the balance thermal. After taking into account capacity already scheduled for installation, exclusive of Federal hydro facilities, and after allowing for future requirements and for adequate reserves, it is estimated that about 6,700,000 kilowatts of additional capacity will be needed by 1970.

NLRB Results

Whirlpool Corporation, St. Joseph, Mich. Certified (electricians and their helpers): I.B.E.W., which received 18 votes; 3 for UE; 5 for neither.

Radio Corporation of America (Victor Div.), Lancaster, Pa. Certified (production and maintenance employees): I.B.E.W., which received 1073 votes; 729 for UE.

The Crosley Distributing Corp., New York, N. Y. Certified (television shop repair men, television front and repair men, installation repair men, field service men, and shop radio repairmen): Local 1430, I.B.E.W., which received all of the 14 votes cast.

National Radio Week

National Radio and Television Week, commemorating the 30th anniversary of the industry's rise from 1920's crystal sets to 1950's radio-television-record player instruments, was observed October 29 through November 4, with numbers of stations participating in the observance.

New Electrical Products



Cutaway view of cleaner.

New Electronic Air Cleaner Is Marketed

A new Precipitron electronic air cleaner, constructed for upward or downward air flow to conserve floor space and simplify maintenance, is now available from Westinghouse.

Designed to remove dust, dirt, smoke, soot, and other air-borne solids from normal air, the new Precipitron charges the solid particles positively, then passes the air through a set of alternately charged collector plates where the solids are removed by electrostatic attraction.

Various Ratings Offered

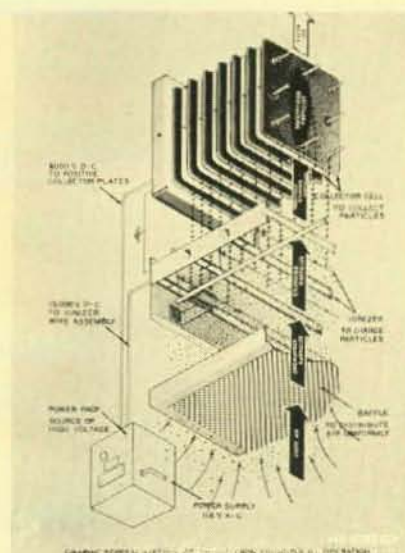
The vertical air flow cleaner finds typical use in heating and air-conditioning systems, and for oil-mist collection. It is available in the following ratings:

Capacity: 1200 cfm and up.

Efficiency: removes 90 percent of all air-borne particles traveling at 333 fpm, and 85 percent of those traveling at 400 fpm.

Power Supply: 115 volts, single phase, 50 or 60 cycles.

The new Precipitron features vertical air flow—either up or down—in contrast to the more familiar arrangements for horizontal air flow. Mounting the unit in a vertical duct results in a saving of valuable floor space, and the modular assembly makes for extreme flexibility. The unit frame, with a projected floor area of approximately four square feet for the



How Precipitron operates.

smallest unit to 16 square feet for the largest unit, serves as a support for air cleaning components as well as a structural casing. With a frame height of only 34½ inches, unusual space above and below the unit is used for inspection and servicing access.

Television Comes to Glamorous City of Rio De Janeiro



One of 115 cases of television transmitting equipment being carried via cable car to the summit of Sugar Loaf passes a Rio apartment house. Installed 1,300 feet over Rio's Copacabana beach, the equipment went into operation in November and brought Rio TV set owners their first view of television. Because Sugar Loaf mountain is inaccessible otherwise, all equipment had to be carried to the summit by cable car, mule-back and by hand. The job was time consuming because the engineers could use the cable car, popular with tourists, only between 4 and 8 a.m.



"Batwings" on Rio's new TV antenna being removed temporarily by workmen to facilitate raising the topmost section. Engineers who are installing the transmitting equipment atop famed Sugar Loaf mountain high over nearby Copacabana beach, lower right, announced on September 29 that their job was nearly completed. The transmitting equipment, several tons of it including the 150-foot antenna, had to be hauled by cable car, mule-back, and by hand to the summit. Rio's station, "Tupi-TV," began broadcasts in November.

The Christmas Carnival



A Christmas Story for Children

ALL THE little boys and girls who read this page know what a wonderful holiday Christmas is. They know how much fun it is to hang up their stockings for Santa Claus and how wonderful it is on Christmas morning to see the pretty Christmas tree and to open the packages Santa has left for them.

It is the same all over the world in Christian countries. To little boys and girls in England and France and Spain and Italy, Christmas is the most wonderful day of the year and although it is celebrated in different ways in different countries, the spirit is always the same because it is a commemoration of the birthday of the little Christ Child, Who was born centuries ago in the stable at Bethlehem, and Who loves little children very much.

In this story we want to tell you about the Christmas of Elena and Pepe, two little Mexican children and what the Christ Child did for them.

Elena, which is Helen in our language and Pepe which means Joey, lived with their mother and father, Juan and Maria Ladron in a tiny little house on the edge of a pretty little Mexican village on the Gulf of Mexico. They were very poor but very happy, that is, until their father, who worked on the docks where the fishing boats came in, fell and hurt his back. When he could no longer do the heavy work, he lost his job and

his little family grew poorer and poorer and sometimes they didn't even have tortillas, which are little corn cakes Mexican people use for bread, to eat.

So the cottage of the Ladron's was not a very happy place as Christmas Eve approached. Papa Ladron worried himself sick because he could not find work to make the money to feed and clothe his little family and Mama Ladron worried about Papa Ladron and

because she knew there would be no pesetas to buy presents for Elena and Pepe for Christmas morning. In Mexico on Christmas Day there is a parade in the streets and the mothers and fathers of the little Mexican children hang up big paper sacks filled with little toys and goodies for their children. These are called pinatas and the children strike at them with sticks until the sacks break and the gifts fall out. Then there is much fun and laughter as the little boys and

girls scramble to pick up the pretty toys and candies.

Mama Ladron was very sad the day she told Elena and Pepe there could be no pinatas for them that year—because Papa had no work and the only money they had, came from the bits of lace Mama Ladron made and sold to tourists, and that money had to go for tortillas and beans for them to eat.

Pepe was only five and didn't understand very well, but Elena who was eight, told her mother not to cry, that she and Pepe



would ask the little Christ Child to help their daddy find work.

Now there is another very important part of this story. It concerns the wonderful carousel that came to the little town where Elena and Pepe lived and was erected right on the vacant lot a few blocks from where their house stood.

It was the first Merry-Go-Round our little friends had ever seen. It was big and shiny. It had glittering mirrors around the top and perfectly beautiful horses, black and white and chestnut color, with real leather bridles with sparkling stones set in them. Every one of them moved up and down to the lilting music of the carousel and looked as if they were proudly prancing. Elena and Pepe had never ridden on the carousel because it cost three centavos, that's three pennies in our money, but they went every day and listened to the music it made and watched the shining horses with the silky manes as they went around.

On the day before Christmas eve, Elena took Pepe by the hand and said, "Come little Brother, today we go to the church to ask the little Christ Child to help our daddy find work. You know Christmas is the Christ Child's birthday, but He gives everybody presents instead of getting them."

"Do you think we could ask him for a present for us too?" said Pepe. "I want something more than anything else in the world. I want to ride the big white horse on the carousel. Could I ask the little Christ Child for that too?"

"O Pepe, I'd love to ride also—on the big black horse with the silvery mane. But we mustn't ask anything for ourselves. We must think of mama and papa and how good they are to us and just ask the Christ Child to find our papa work."

So to the Church they went and two very earnest little children knelt and begged the favor of the little King of Heaven.

When they came out of the church, Pepe said to Elena: "Sister, I did it anyway. I asked the Christ Child for a ride on the

carousel for our Christmas present. He's so good I know He won't mind giving that to us and helping our Daddy too."

"O little Pepe, you shouldn't have, but I'm glad you did. I hope He hears our prayers," answered Elena.

Then on the very next day, Christmas Eve, a very wonderful thing happened. Elena and Pepe got up early. It is chilly in the early morning even in warm Mexico, so Elena wrapped a little mantilla around her shoulders and put a serape, which is a small blanket little Mexican boys wear, on Pepe

den a little boy appeared, a beautiful curly-haired little boy in a silken suit. "Oh," whispered Elena, "that must be the carousel man's little boy. We'd better run." And catching Pepe by the hand she started to dart away.

"Please don't go," said the little boy. "Stay and play with me. Wouldn't you like a ride on the carousel?" "Oh yes!" said Elena and Pepe, together, in great excitement. "Can you run it?" asked Elena. "And won't your father mind?"

"No," said the little boy. "He's very kind. Isn't your father?"



and off they went down the street to visit the carousel. They liked to go early before anyone was about because then they could go up near to it and even touch the horses' manes. Later when the man who ran it came out of his little house and the children came to ride, Elena and Pepe who were very bashful, would hang back and hide in some nearby bushes to watch.

When they arrived, everything was as always. There was the shining carousel with the beautiful horses, and Elena and Pepe went up shyly as usual and reached out to touch them. All of a sud-

"Oh yes," said Elena. "He's kind and he'd give us pennies to ride the carousel if he had them. But he's been sick. He hurt his back and then he lost his job. He hasn't any work, so now we sometimes don't even have enough to eat."

"I'm so sorry," said the little boy. "Perhaps I can help you. I know where your daddy can get work. I heard my father talking about it. If your daddy will go to the address I will write down for you, he can get a job that will not be too hard and hurt his back again. Then you will have some pesetas and your mother will not

worry and you will be happy again. But now, come let me give you a ride on the carousel."

"Can I ride the big white horse?" asked Pepe, his dark eyes shining with delight.

"You may pick any horse you wish," said the boy, and the two eager children scrambled on and had a long, long, wonderful ride.

After a while the Merry-Go-Round stopped and Pepe and Elena got off and went to thank the little boy, but he had gone. "I guess his mother called him," said Pepe as he and Elena ran down the street toward their own house, eager to tell their parents all about their good fortune. "I knew the Christ Child would hear our prayer," said Pepe. "Wasn't it wonderful!"

Mama and Papa Ladron were as delighted as the children when they heard about the wonderful ride they had had on the carousel. Mama Ladron's eyes filled with tears of joy to hear them tell it.

"And Papa, the little boy said you could find work at this place," said Elena, handing him the slip of paper with an address in a childish scrawl written upon it.

"You think so, little daughter?" asked Papa Ladron with a doubting smile. "I know so Papa," said Elena. "Pepe and I asked the Christ Child and I know He heard our prayer. Didn't He give us that wonderful ride on the carousel?"

"The ways of the Lord are strange, Juan," said Mama Ladron to her husband. "Why not go and see." So Papa Ladron put on his worn sombrero and set out to find the address the strange boy had given his children.

By noon he was back, his eyes shining, a happy smile on his face. "Maria, Maria, by the Good God, I've found work. It's as the children said, the Christ Child has heard their prayers. I went to the address the boy gave the children and found just the kind of work for me and my injured back. I can sit all day and mark down figures as the fishing boats check in, and I will make more pesos than I ever made working on the docks. The man said he didn't

know how I heard about the job so fast—the other fellow only left last night."

"It's wonderful Juan," said Mama Ladron. "The Good God and the little Christ Child be praised. Now we must take the children and go and thank the little boy and his father who runs the carousel, for their kindness and their help."

And Mama and Papa and Pepe and Elena set off down the street for the Merry-Go-Round, and when they came up to it, it was running full speed with many little boys and girls riding on the gay horses.

Papa approached the kindly looking man running the carousel and said, "May we speak with you a minute, sir?" "Surely," said the man. "Go into the house. The carousel can run by itself for a few minutes. I'll give the children an extra-long ride."

When they were in the little house, Papa explained why they had come and said they'd like to thank the little boy who had been so kind. "But," said the carousel man in surprise, "I have no little boy!" "You have no little boy!" exclaimed Juan. "Then who gave my children the ride and told them about the job?"

Just then Elena cried out. "O Mama, Papa, there's the little boy's picture hanging on the wall!" "Yes, yes!" said Pepe, "that's the little boy who let me ride the white horse on the carousel!"

Mama and Papa and the carousel man looked at each other and for a while they said nothing. Then Mama spoke and tears of joy rolled down her cheeks. "It's a miracle!" she said softly, for the picture on the wall was a well-known artist's conception of the Christ Child.

And that's the story of Elena and Pepe and what the Christ Child did for them. He loves all little boys and girls very much and always wants to help them. And even today, when there is much unhappiness and wickedness in the world, He is near at hand to take care of little children and protect them and do kind things for them always.

About Our Cover

"The Adoration of the Shepherds" by Giorgione, which is our cover photo this month was made from a natural-color kodachrome photograph taken of the original painting, a valued work of art, in the Kress Collection at the National Art Gallery in Washington.

To us it symbolizes the full spirit of Christmas—the dignity, the sympathy, the beauty. And it shows the first persons who came to adore the Little King, working men, shepherds, from the nearby hills.

The artist who painted "The Adoration of the Shepherds," Giorgione, was born around 1477 at Castelfranco, a small town on the Venetian mainland, situated at the foot of the Alps. The picturesque landscape which surrounded the home of his childhood was everpresent in his art. One of the first painters to make use of pastoral subjects, Giorgione's artistic genius was recognized while he was still quite young and he experienced a rapid rise to fame. Himself extraordinarily handsome, he had a love for beauty which found expression on his magnificent canvases.

Giorgione was a most powerful influence upon Venetian painting in the 16th century but his success was short lived because his promising career came to an abrupt and tragic end when he died of the Plague in 1510.

"The Adoration of the Shepherds" is a typical selection of Giorgione's work, exemplifying his ideal of pastoral scenery. For the subject matter of this work, Giorgione went to the book of St. James, who wrote that Mary and Joseph were forced to halt before reaching Bethlehem and that Christ was born in a cave outside the city. This version of the nativity naturally appealed to Giorgione, because it afforded him an opportunity to portray the mountains, the rocky formations seen in the foreground and the green foliage—scenery so reminiscent of his childhood home. The shepherds as Giorgione painted them are symbolic of his own humble origin and all the figures are bathed in a golden light merging them with the landscape which seems to offer silent reverence to the King of Kings.

About the Election

(Continued from page 77)

Organized labor was a little stunned at the set-back received. In the Senate, loss of Democratic leader Scott Lucas of Illinois, Francis Myers of Pennsylvania, the Democratic whip, Elbert Thomas in Utah and others, all good friends of labor, are losses not to be taken lightly. The reelection of labor's arch enemy Senator Taft, was organized labor's most serious set-back and election of Nixon in California, Millikin in Colorado and Dirksen in Illinois were additional blows to organized labor's hopes.

While the picture is not good, it is still not all bad. Hennings defeated Donnell in Missouri, Senator Lehman won in New York, Brien McMahon and Bill Benton were elected in Connecticut, while Aiken of Vermont, Tobey of New Hampshire, Morse of Oregon, and other friends of labor were returned to the Senate.

When the count is tallied, here's the picture. We

of organized labor will have six fewer friends in the Senate in the next two years than we had in 1949-50. There will be 183 friends of working men and women in the 82nd Congress as compared with 209 in the 81st.

That's not so good but the picture is still a lot better than it was in 1947-48. We have 13 more friends in the Senate than we had then, while in the House in 1947-48, out of a total House membership of 435, we had only 83 friendly to us.

We've gone back, but we might have gone back much further had we not supported Labor's League and done what we could to get out the vote.

But what is done is done and there is no use crying over the proverbial spilt milk. The thing to do now is to forget the set-back and to go forward with grim determination to keep fighting for a liberal progressive government. We must, as A. F. of L. President Green stated the day after the election, look at what has happened as "democracy in action" but "prepare now for the future and carry on our fight to repeal the Taft-Hartley law."

Questions, Answers

(Continued from page 81)

motor and even then one manufacturer would not ground one slip ring and one winding and give good literature on why this is not done.

The reason for grounding in our estimation was to make sure that a protective fuse would blow should the slip ring or rotor go to ground and thus protect the motor from burning up completely. Electrically the ground slip ring rotor offers no advantage over the ungrounded one.

All About Christmas

(Continued from page 83)

dispensable part of Christmas today.

Christmas carols? They were sung in the vernacular as early as the 13th century. Bands of carolers went from house to house on Christmas Eve, chanting their hymns. Lighted candles were placed in the windows to tell the carolers where to sing. This custom is observed in many places even now, as the carols retell the story of the first Christmas night.

Today, there is no holiday so dear to our hearts as Christmas, observed in hundreds of different ways and according to countless customs and traditions.

Death Claims for October, 1950

L. U.	Name	Amount	L. U.	Name	Amount
I. O. (3)	Charles Poole	1,000.00	124	John A. Murphy	1,000.00
I. O. (3)	Fred E. Piper	1,000.00	125	Richard C. Bailey	825.00
I. O. (9)	Max Walworth	1,000.00	125	Hill M. Benson	1,000.00
I. O. (28)	Larkin J. Davis	1,000.00	134	Henry Danielson	1,000.00
I. O. (34)	Howard C. Lupton	1,000.00	134	William Mulvehil	1,000.00
I. O. (40)	Louis L. Bertsch	1,000.00	134	Alphons Scheuber	1,000.00
I. O. (51)	Robert M. Sweenigan	1,000.00	134	Frank Steen	1,000.00
I. O. (52)	John K. McCrea	1,000.00	134	Franklin L. Steves	825.00
I. O. (75)	Walter T. Carr	1,000.00	153	Porter E. Bowman	650.00
I. O. (77)	Wilbur J. Cotton	1,000.00	177	Harold C. Stephens	1,000.00
I. O. (103)	Morris Bernstein	1,000.00	180	Riley Jewell	1,000.00
I. O. (116)	G. L. Tompkins	1,000.00	210	Leo McLaughlin	1,000.00
I. O. (125)	Everett W. Hastings	1,000.00	213	R. B. Pottinger	475.00
I. O. (134)	J. C. Stahey	1,000.00	308	Enloe Park Wallis	1,000.00
I. O. (134)	Harry M. Wishart	1,000.00	317	Edward Patrick	1,000.00
I. O. (100)	James John Waara	1,000.00	325	Dominick Lisi	1,000.00
I. O. (175)	James C. Penley	1,000.00	334	Colton L. Williams	1,000.00
I. O. (202)	James Cannon	1,000.00	349	John Austin DeBaele	1,000.00
I. O. (349)	M. D. Soosar	1,000.00	366	Joseph Lariviere	1,000.00
I. O. (479)	C. A. Eisentraut	1,000.00	397	Stanley N. Whaler	1,000.00
I. O. (500)	James T. Morrissey	1,000.00	397	George A. Wicks	1,000.00
I. O. (595)	Walter Glenn Talbot	1,000.00	420	Raymond Paul Shea, Jr.	650.00
I. O. (854)	Oscar P. Geier	1,000.00	434	George C. Whitley	1,000.00
I. O. (922)	Otto Coressel	1,000.00	460	Jack Dawson West	650.00
I. O. (848)	Frank Newell Welch	1,000.00	477	Floyd J. Dunning	1,000.00
I. O. (1302)	Edward F. Lewis	1,000.00	477	Taylor Miller	150.00
1	Edwin H. Hiltenbrandt	1,000.00	477	Sherman Shaler	1,000.00
2	Emil Paul Kleiner	1,000.00	477	Harry A. Snyder	1,000.00
3	Charles Balog	150.00	481	Clarence P. Landieth	1,000.00
3	Michael A. Cabano	150.00	485	Charles Bagby, Jr.	300.00
3	Thomas J. Donnelly	1,000.00	488	Andrew G. Franko	825.00
3	William E. Dodge	1,000.00	494	James Leo Barry	1,000.00
3	William S. Drummond	1,000.00	500	Herbert W. Smith	1,000.00
3	Carl D. Pickling	475.00	532	James V. Vickery	1,000.00
3	Joseph Hogan	1,000.00	535	John F. Crowder	825.00
3	Elphege Achille Lussier	1,000.00	540	Frank A. Guthrie	825.00
3	Otto Zenner	150.00	560	Cecil Cole	300.00
5	John E. McCloskey	1,000.00	568	L. P. Marchand	1,000.00
6	William Auterlin	1,000.00	569	Chester E. Wells	1,000.00
9	William McCarthy	1,000.00	613	Fred C. Bradberry	475.00
11	Granvel Gearl Colvin	650.00	636	John MacRae	1,000.00
11	Paul Joseph Donahue	650.00	649	Ted Lee Miller	1,000.00
11	Robert J. Pompano	150.00	664	John J. Kinsella	1,000.00
11	Robert H. Sheppard	1,000.00	689	John Cameron	1,000.00
11	Ernest Albert Skilton	1,000.00	708	William Wesley Gott	1,000.00
17	John James Algeo	1,000.00	735	Clarence A. Voris	1,000.00
17	John P. Allison	1,000.00	744	Henry W. Peiffer	1,000.00
17	Andrew High	1,000.00	750	William H. Jerome	1,000.00
18	Chester E. Morell	1,000.00	802	James P. Biele	1,000.00
25	Leonard Wyle	1,000.00	872	Curtis Williams, Jr.	150.00
28	Frank L. Schneider	1,000.00	880	Thomas Grover	475.00
46	Lloyd Artell Gower	1,000.00	881	Ralph B. Daniel	1,000.00
46	Gale C. Andrews	650.00	922	Stirling H. Robertson	475.00
48	Ivan Francis Misner	1,000.00	931	Edward F. Cohrs	1,000.00
50	Theodore Hannon	650.00	948	Ethell Edgar Lintz	500.00
51	Frederick M. Roberts	475.00	970	John Phipps Allen	300.00
59	William B. Shaffner	475.00	982	Louis P. Stewart	1,000.00
77	Dorsey T. Maynard	825.00	1060	Allen F. Brownell	475.00
84	Edward O. Jester	650.00	1076	Harry Edward Whitacre	475.00
100	Glenn Riggs	1,000.00	1205	Ottis J. Mikell	1,000.00
103	Renaldo Damato	300.00	1319	John Kulbacki	1,000.00
104	Nathaniel D. Manning	825.00	1392	Ira Young Gamble	825.00
104	Frank H. Woodworth	1,000.00			
112	Rayford O. Graham	1,000.00			
116	William L. Jones	1,000.00			
			Total		\$102,675.00

PRICE OF PEACE IS PREPAREDNESS

(Continued from page 63)

have done, through the passage of this notorious Taft-Hartley law.

What will they ask of us should a similar need arise again, as it probably will? Will they ask us to use the offices and facilities of our trade unions to recruit and transport scabs and strikebreakers? Or will they offer to temporarily waive or ignore the requirements of the law?

We are living in a state of confusion. We cannot see the future rightly. What is Russia going to do? Why has she built the largest standing army of any nation in the world? Why is she building tanks and airplanes and military equipment of all kinds? What for? Having all this material in Russia, ready for what? We do not do those things without having a purpose, and in my judgment that purpose is to extend communism throughout the world, as they have tried to do and as they have done in Hungary, Romania, Czecho-Slovakia, Yugoslavia, Asia and as they just tried to do in Korea. Does that mean anything? Think of a great standing army, such as the world has never seen, being maintained in Russia, and then the fighting in Korea! Does it mean anything?

That is the reason we have got to prepare, because we know that means something.

Hampers Preparedness

Of this I am sure—that we will never be satisfied with mere temporizing on this score. We cannot effectively prepare ourselves to meet the needs of the present emergency so long as this subversive, un-American act remains on the statute books. The greatest contribution that Congress can make to the defense effort would be the prompt repeal of the Taft-Hartley Act.

They have accused us of unwillingness to compromise on this score. Do we compromise with communism? Is it wisdom to com-

promise with any force which seeks to destroy us and rob us of our freedom and liberty? Not only would it be unwise to do so—it would be immoral.

Before this nation will be adequately prepared to meet the needs of the times, our victory in Korea must be cemented by victory at home.

Senator Taft says that the issue in the coming elections is "Liberty versus Socialism." I say that the issue is "Liberty versus Taftism." That's the issue.

T-H Instigators

Yes—Senator Taft thinks that liberty is a wonderful thing. In fact, he likes it so well that he thinks it is much too good for the common people.

The Taft-Hartley law was prepared and passed at the instigation of Senator Taft and others, and under it we cannot sit at the conference table and negotiate an agreement acceptable to employees and employers if it does not square with the Taft-Hartley law. We never thought the time would come when we could not sell our labor across the table to those who would buy it on the same terms that those who sell the products of labor can sell them, without restriction of any kind whatever. And the employer of labor today can sell the products of labor without restrictions. But labor cannot sell the only thing it has to sell, which is its labor, across the table without being restricted.

We are American citizens, we love freedom, liberty and the flag, and we will never submit to being robbed of our freedom by a Congress of the United States.

Offers Voters Nothing

Senator Taft is the "something for nothing" candidate. He asks the people for their votes but he offers them nothing in return, except empty slogans and appeals to prejudice. He is the replica of the well-known sketch of the frustrated little man who sits in a box to shield himself from the outside world—complaining that "The people are no good."

He and the other McCarthyites and mental contortionists, who

make up the clique of obstructionists in Congress, are doing their utmost to persuade the people that black is white and that our victory in Korea is really a defeat for the Administration's foreign policy. These are the champions of the upperdog, who succeeded in blocking every move to enact an excess profits tax to help finance our emergency needs.

These are the men who fought tooth and toenail to undermine the Marshall Plan, the Atlantic Defense Pact, and last but not least, military and economic aid to Korea, before the outbreak there. Now they are doing their best to breed disunity at home, to undermine our foreign policy, and to weaken the support upon which the Administration depends in meeting the challenge of communist tyranny. Yet they call themselves anti-Communists.

Tribute to Tracy

I thank you most sincerely for your fine response to my address here this morning. I want to tell you how much I admire your great president. We didn't become acquainted yesterday. We have known each other for years, and in every capacity, serving organized labor for the public, he has measured up to our expectations, rendering a service which we cannot appropriately and properly evaluate. He is a devoted representative of labor and a devoted member of your great organization, Brother Dan Tracy.

I hope that you will hold a fine convention, that you will build well and that you will prepare for the future, that you will stand united with the other eight million members of the American Federation of Labor in their determination to regain freedom and to repeal the Taft-Hartley Law. Then when you have finished your work in this great city of Miami I hope that when you return to your homes and your communities and the cities from which you came that you will carry back with you the fondest memory of a delightful visit spent in the great City of Miami.

Thank you so much.

Wired for SOUND

Not Bargained For

The following advertisement appeared in a physical culture magazine:

"Here's a good test for your mid-section muscles. Clasp hands overhead and place feet together on the floor. Now bend to the right at the waist as you sit down to the left of your feet. Then, by sheer force of your muscles, haul yourself up, bend to the left, and sit down on the floor to the right of your feet. Stick with it, and let us know the results."

The next day a letter came in. It said simply: "Hernia!"

* * *

Bright Boy

"Now boys," said the teacher, "I want you to bear in mind that the affix 'stan' means 'the place of.' Thus we have Afghanistan, the place of the Afghans. Can anyone give me another example?"

Nobody seemed anxious to do so until little Jimmy said proudly: "Yes, sir, I can: Umbrellastan, the place for umbrellas!"

* * *

Harrumph!

"Mother what is a trousseau?" inquired a six-year-old. The mother looked across the room at her husband, who was hiding behind a paper, and said, "A trousseau is the clothes the bride wears for six or seven years after she is married."

* * *

Same Ol' Chase

"That girl frankly admits she is looking for a husband."

"So am I."

"Why, I thought you had one!"

"So I have, and I spend most of my time looking for him."

* * *

Knee Trouble

Manager's wife: "I put my husband in the hospital because of knee trouble."

Beauty operator: "Water on it?"

Manager's wife: "No. Private secretary."

* * *

Economics Lesson

Millionaires, it seems, are born, not made. Take Andrew Carnegie. Even as a small boy, he had a shrewd eye for extra dividends. At the grocer's one day he was offered some cherries.

He refused. Didn't he like cherries, asked the grocer. Sure, he did. "Well, then," said the man, "have some." And he picked up a handful and dropped them in young Carnegie's cap.

"Why didn't you take them yourself?" his mother asked later.

"Because," said Andrew, "his hand was bigger than mine."

* * *

Easy Winner

Needing a new secretary, the firm's manager decided to have applicants judged by a psychologist. Three girls were interviewed together.

"What do two and two make?"

"Four," one answered promptly.

To the same question the second girl replied: "It might be 22."

The third girl answered: "It might be 22 and it might be four."

When the girls had left the room, the psychologist turned triumphantly to the manager.

"There," he said: "that's what psychology does. The first girl said the obvious thing. The second smelled a rat. The third was going to have it both ways. Now, which girl will you have?"

The manager did not hesitate. "I'll have the blonde with the blue eyes," he said.

* * *

And Feel Better

Johnnie had been disobedient, and finally his teacher asked him to stay after school.

"Johnnie," she began. "I have to mark the report cards this evening. Now, what do you think I should do about yours?"

"Well," said the youngster, "I think you really ought to go home and have a good dinner and rest before you mark mine."

* * *

Fair and Warmer

The captain shouted down to the crew of a ferry boat: "Is there a Mackintosh down there to keep two young ladies warm?"

"No," came the answer, "but there is a McPherson who's willing to try."

* * *

Battle of Bulge

Customer: "Do women's slacks come in odd sizes?"

Clerk: "No, they get that way from being worn."

* * *

A Lot at Steak

Hostess: "Are you sure you can cut your steak?"

Small boy: "Sure, we often have it this tough at home."

* * *

Out of Gas

Service station man: "How much gasoline does the tank in your car hold?"

Autoist: "I don't know. I've never had enough money to get it filled yet."

* * *

Right Number!

A woman's anguished voice shrilled over the telephone. "Oh, officer, two young men are trying to get into my room through the window."

"Sorry, lady," was the reply. "You've made a mistake. This isn't Police Headquarters. This is the Fire Station."

"Oh, I know that," said the voice, impatiently. "It's the Fire Station I'm after. They need a longer ladder."

* * *

Extra Service

A travelling salesman sent his wife a check and in the space marked amount he wrote 1,000 kisses. In a few days he received a wire which read, "Thanks. Milkman cashed check."

* * *

Grave Offense

Officer: "I ketched this here guy pinchin' bananas off a fruit stand."

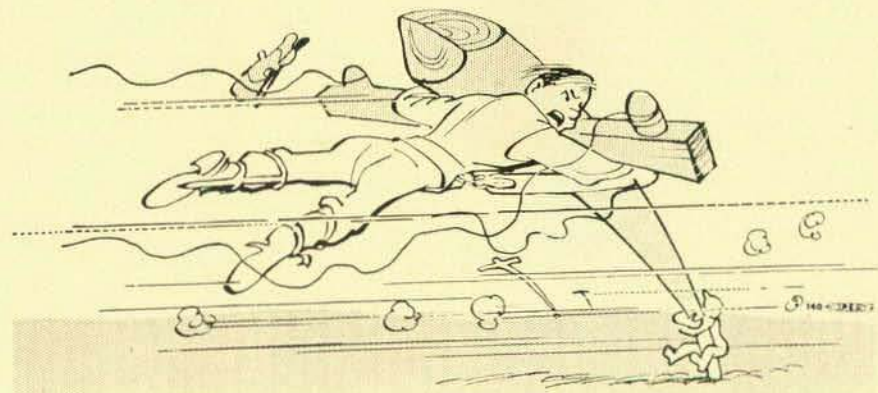
Judge: "Ah! Impersonating an officer! Two years. Next case."

* * *

Direction Finder

"Stop looking at that watch," said the golfer to the caddy as the two were searching for a lost ball that had disappeared in among the trees.

"This ain't no watch. It's a compass," was the answer.



"Hey Mac! You sure the paper said the hurricane was over?"

PRESIDENT'S REPORT

(Continued from page 44)

jurisdiction by the A. F. of L. as the parent organization, has been totally ignored by the Building Trades Department. Decisions were rendered (in the building trades) in such a manner as to lend convincement to the belief that disputes were settled on the basis of group consideration rather than recognition of the fundamental necessity of a trade beginning and finishing the mechanical work required in the installation of the trade job. There is ample proof of failure of proper settlement of disputes by the Building Trades Department. Several jurisdictional Boards of Awards under various rules of procedure in which the employer had equal representation, have been created. Despite the creation of these boards, successful settlement was never accomplished. Whereas, in the previous construction of boards internal politics prevented proper decisions, in the next construction of boards difficulties were compounded by internal politics being multiplied by consideration of employer profits and preferences.

Balance of Power

The general contractors, not recognized by the Electrical Workers as the proper employers with whom wages, hours and working conditions for our members, should be negotiated, constitute a balance of power exerting tremendous influence in the operation of the ineffective jurisdictional boards established within the Building Trades Department. Within the framework of such constituted tribunals, the IBEW, as an organization recognizing the electrical contractor as the legitimate employer in the electrical construction field, cannot under any circumstances properly protect the earning opportunities of electrical workers through any jurisdictional board setup influenced, procedurally or otherwise by general contractors who employ the members of several other building trades crafts directly and who are a party to the negotiation of economic

working agreements with such other crafts.

Lastly, under the Taft-Hartley Act the brilliant idea was conceived that government interference in jurisdictional disputes could be avoided by conforming to procedures approved by the then celebrated General Counsel to the National Labor Relations Board. So in an effort to escape government interferences in jurisdictional matters the Building Trades Department abdicated, as it were, to an individual representative of government. It is now an obvious fact the conditions bad at first were next made worse and finally made damnable and destructive to the protection of rightful jurisdiction.

Some few of the organizations whose jurisdiction is somewhat limited by specialization are proportionately less seriously affected than is our Brotherhood.

By reason of electricity rapidly becoming the exclusive source of power, generation and distribution, it is inevitable that electricity enters every field of industry and electrical workers must follow electricity. It is patently necessary that electrical workers must handle copper and other metal as conductors of electricity, steel as supports and protective housing of conductors, rubber and plastic as insulation of conductors; motors and all kinds of electrical apparatus; and perform all preparatory mechanical work necessary to installation.

Our members employed by electrical power and utility companies have also been subjected to attack upon their jurisdiction by other trades. Construction linemen, as well as construction inside wiremen, are likewise subjected to attack upon their jurisdiction.

It is, therefore, necessary that the administrative officers of the Brotherhood be empowered to take such action as is deemed advisable in affording our members proper protection against improper encroachment on their earning opportunities. I am, therefore, in this report, recommending to this Convention that the incoming International President and the incoming Executive Council, be au-

thorized to withdraw the International Brotherhood of Electrical Workers from affiliation with the Building and Construction Trades Department of the A. F. of L. at any time the International President and Executive Council become convinced that continuation of affiliation with the department cannot be permitted except at the cost of irreparable detriment to the success of the Brotherhood in the protection of the rightful earning opportunities of its members.

This would not necessarily require the disaffiliation of local unions with Local Building Trades Councils unless by and at the action of such Local Building Trades Councils.

The convention is requested to take definite action on the foregoing recommendation.

Conclusion

This report advises as its purpose the giving of a condensed accounting of my administration as International President and to acquaint you with the progress our Brotherhood has enjoyed since the 1948 Convention. I want to be certain that every delegate will understand that the report as such is not an accounting of accomplishments by your International President; rather it is the record of progress made by and through the effort, assistance, cooperation and enterprise of the local unions, the International Organizers and Representatives, Assistants, the Executive Council members, the Vice Presidents and other International officers. Without such cooperation by the local unions, the appointive representatives and the elected officers, the progress enjoyed could not have been attained. The healthy condition of our Brotherhood as a mirror reflects accomplishments resulting from solidity that conquers all opposition from without and does not permit of destructive effort from within.

My report is thus concluded with deepest appreciation for support given and sincerest wishes for the continued success of the International Brotherhood of Electrical Workers.



Wire Em

TAKE A PENCIL AND TRACE THE WIRING OF
THESE LIGHTS. ASK DAD TO CHECK YOUR WIRING



FILL IN THE BLANK SPACES WITH
THE CORRECT LETTERS

SAMPLE →

RADIO
APPLIANCES



AND PLEASE GIVE PAPA AN
ELECTRIC TRAIN OF HIS VERY OWN

CANCEL TO SPELL
 CANCEL OUT LETTERS UNTIL
 YOU CAN SPELL AN ELECTRICAL
 WORD 1 SAMPLE

SWIPE MORE (WIRE)
 CAT BLUES
 BLACK OX
 ROUTE LETTERS
 FIX IT YOURSELF



SECRETARY'S REPORT

(Continued from page 60)

Since our last convention, the International Office adopted the practice of serially numbering its Decalcomania Label No. 23953, and since the first ones were distributed late in 1948, more than 25 million have been issued.

Since January 1949, over 45,000 metal labels have been issued.

Since January 1950, 2,000,000 serially-numbered Fabrication Labels No. 22577 have been issued. Previous to that date, unnumbered labels were used.

STOCK AND MAIL DEPARTMENT

Mr. Daniel S. Wrenn, Supervisor

This department is responsible for the ordering of all printed material, receipt books, stationery, constitutions, pamphlets, envelopes etc., both for the use of our local unions and for use in the International Office. This is the department also responsible for the dispatching of supplies to local unions as well as mail from the various offices of the I.O. It may be interesting for our members to know the volume of supplies and mail that has been processed from the Stock Department since the report to the 1948 Convention.

It is estimated that approximately 15,000 receipt books, 10,000 local union record books, over 150,000 application blanks, a million pieces of stationery, 250,000 Death Benefit blanks, 200,000 Constitutions, and more than 300,000 pamphlets have been sent out from our office since the last convention, to say nothing of the thousands of other items such as posters, charters, scrolls, display material, forms, seals, etc.

By our rough estimate too, more than 25,000 parcels were wrapped and sent out from the stockroom in the past two years and about 300,000 pieces of first class mail were sorted, stamped and dispatched.

There have been a number of innovations in our department since the last convention. In an effort to save time, simplify and expedite mailing and eliminate

hand-stamping of mail by all the individual departments, a postal machine was installed in the stockroom and all mail is charged and stamped on this machine.

Also with the idea in mind to coordinate and simplify the work in the International Office all machines for processing work in quantity were transferred to the Stock and Mail Department. After stencils are prepared in the various offices of the I.B.E.W., they are run off on the mimeograph or ditto machine, in the stockroom.

Another new feature in our department since the last convention report, concerns the installing of equipment whereby photostating can be done right here in our own building. Formerly photostating, which is a frequent item at the I.O., was sent out to a firm which performed such service. Often three or four days' wait was customary, which often created a hardship for our International Officers and Representatives who needed such photostatic copies immediately, for negotiation purposes, etc. Now photostating is done in a matter of minutes or hours, depending on the size of the job.

New supplies for the convenience of our members are being added daily to our regular stock. These are being stored and dispatched as needed. The aim of our department is to send out supplies the same day the order is received here at headquarters, and to give our members efficient service always.

That concludes the report of our Department heads.

As I close my report to this Twenty-fourth Convention of our Brotherhood, I wish to express my sincere thanks to President Tracy, and to all the International Officers and staff for their help and cooperation in the past two years.

I wish also to thank our local union officers and every member of our Brotherhood for all their kindness and assistance during my term as International Secretary. I am most grateful to you all for the splendid cooperation you have given me.

LABOR IS PLAGUED BY LEGAL PROBLEMS

(Continued from page 72)

union or your own local union would be. There are not many local union treasuries which could easily bear that type of disbursement and if union treasuries can be wrecked by damage suits the necessary money will not be available for performing the services which are required to achieve union objectives.

There has also been a recent decision of the NLRB which I wish to call to your attention in this connection. The Board ruled in the *Parker Pen Company* case that failure to pay assessments cannot be used as a reason for discharging an employee in a union shop. In this particular case the Board ordered an A. F. of L. Federal Labor Union to pay two years back wages to the employee who claimed discrimination. Again you can see what a back wage payment for two years would mean to the average local union.

I also wish to point out that the replacement of former General Counsel Denham does not mean that the Taft-Hartley Law has been repealed. I believe we can be grateful for Denham's replacement because there will be less arbitrary enforcement of the law but a change in Government officers does not change one word of the law.

The fundamental point is that the Taft-Hartley Act was put on the books to render unions ineffective and to reduce their power to do a job for their membership. The only way to clear the road for carrying on our legitimate activities, which we believe are in the interest not only of union members but also of the Nation, is to exercise our political strength at the polls so that when the new Congress convenes in 1951 the first order of business will be repeal of the Taft-Hartley Act.

(This address which was scheduled for delivery on Friday, October 20, was received for the record because of the earlier termination of the convention.)

Organizing Record of Local 1 Outstanding

L.U. 1, ST. LOUIS, MO.—Local No. 1 has an enviable record for the organization of its various branches of the electrical industry in the St. Louis area. With the exception of one large fixture house, every branch of the electrical industry is either organized or in the final stages of organization. This has been accomplished mainly through the hard work of the business manager and his assistants.

The local's jurisdiction covers about 75 miles and is divided into districts which are staffed by a business representative who is responsible for the successful management of his district. In addition, there is one representative assigned to Charter B members in each of the branches of manufacturing and radio and television.

The biggest problem for the local has been in the residential field. Here, the local's problem has not been to keep the men in the union field, but rather to supply contractors doing this class of work with enough experienced wiremen.

First, Local No. 1 formed a special house-wiring branch, limited to the wiring of residential property, store buildings, and repairs and extensions to existing wiring.

Then, the local organized training classes where men could learn this phase of electrical work. The St. Louis School Board agreed to hold four classes a week for men in this branch of work if Local No. 1 supplied competent instructors. The frame work of a complete five-room

residence with provisions for an adequate electrical system was built in the classrooms. By actually working, the men gain a practical knowledge of all phases of this work, including the national underwriters code, layout work, and the efficient use of time off the job.

At present, there are four classes with about 20 men in each. The instructors are Claude Fitzgerald, Louis Knutsen, Leo Brunner, Roy Stahl, and Jim Burger.

It has been a time-consuming task for the business representative to organize these classes and supply the trained instructors, but the local has profited by the addition of one more class of union members.

A total of 100 years of union membership was represented when Local No. 1, I.B.E.W., honored 50-year members Charles D. Welch and Emile G. Wander. International Vice-President Frank W. Jacobs presented the veteran members with 50-year pins and scrolls on behalf of the International Office. The presentation was made October 5 at a special ceremony during a regular local meeting.

Welch was born July 28, 1864 in Independence, Iowa. His first job was

as an office boy in the Electric and Gas Light Co. He learned enough about the electrical business to work as an electrician at the American Electric Co. of Chicago. He moved to St. Louis and married Miss Florence Coddington in 1895. They had five children—three girls and two boys, both of whom are in the electrical business. Son Robert is a member of the Union Electric Local Union.

A Day's Pay

Welch was paid \$2.50 for a 10-hour day at the turn of the century, and in 1903, he received \$5.00 a day at the St. Louis World's Fair.

He retired as superintendent of the school board, where he had worked for 33 years.

Wander was born July 27, 1866 at 1445 So. Third St., St. Louis. He started his career in the old Pullman shops, and also worked on the World's Fair. He retired from the Anheuser-Busch Brewery.

Wander married Miss Agnes Decelman, a St. Louis girl, in 1890, and they were the parents of five boys and two girls. He now lives with a daughter at 4501 McDonald Ave.

FRANK KAUFFMAN, P. S.

Local Lines

NEWS FROM THE LOCALS

Honoring Veteran Members of Local Union One, St. Louis



Fifty-year pins and scrolls were presented to veteran members Charles D. Welch and Emile G. Wander at a meeting of Local No. 1, I.B.E.W. by International Vice-President Frank Jacobs. From left are: Jacobs, Welch, Robert Welch, his son; Hillard Mueller, who succeeded Welch as superintendent of the school board; Wander, and Local No. 1 President John O'Shea. At right: Charles D. Welch, left, and Emile Wander and International Vice-President Frank Jacobs.

Instruction for St. Louis Apprentices



Residential wiring instruction class. Leo Brunner, Local No. 1 instructor. In background the frame work of a complete five-room residence.



Class of residential apprentices in school room taking the related theory subject. Left rear: Roy Stahl, Local No. 1 instructor. Right: John O'Shea, Local No. 1 president.

Thoughts as Campaign Draws to a Climax

L. U. 3, NEW YORK, NEW YORK—The election campaigns are in their last week and the mud is flying fast and furiously here in New York State as this is being written but by the time it is read the elections will be history and we will know if organized labor as a whole really got out and did something to remove the Taft-Hartley boys from Congress. If that comes to pass, and we sure hope it does, then we truly will have much to be thankful for on Thanksgiving Day.

Much, we might almost say everything, depends on what the State of Ohio does with Senator Taft. From all reports the newspapers are all for him but then the newspapers had Dewey elected in 1948 so there is always hope until the last ballot is counted. When we know who has been elected we can again go to work to do our part to make this a better world to live in.

With the knowledge that this letter will appear when Christmas shopping and preparations will be in full swing and that time for reading will be limited we make our contribution for this month brief.

We therefore close with best wishes for God's Blessing and a Happy Christmas to all the officers and members of the I.B.E.W.

FREDERICK V. EICH, P. S.

President of Local 11 Dead of Heart Attack

L. U. 11, LOS ANGELES, CALIF.—The loss of our President has saddened Local Union 11. Brother Bob

Schweikert's heart failed him as he sat at his desk working.

Brother Bob was not a man for much talk, and an eulogistic write-up would not be to his liking. So, I can't say all the things that are in my heart. Just say that we have lost an honest and capable officer whose place will be hard to fill; and those of us who knew him lost a dear friend.

To Brother Webb Green, who takes over the office and feels the loss as we all do, I say good luck and best wishes for a happy and successful term.

RAY DODDS, P. S.

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Group Studies Lost-Time Accident Rate

L. U. 17, DETROIT, MICH.—After the close of World War II, the lost-time accident rate was on the increase in the Overhead Lines Department of the Detroit Edison Company. What should be done to stop this alarming lost-time rate from increasing was on everyone's mind. Business Manager A. J. Simpson recommended to the Executive Board that a union-management joint safety committee should be established. This committee was to review all accidents, safety rules, and unsafe conditions. The Executive Board concurred in the business manager's recommendation. Simpson then stated his proposal to the superintendent of the Overhead Lines Department and it was accepted wholeheartedly.

The committee was appointed as follows: Union representatives, A. J. Simpson, Paul Knight, Thomas Malone and Frank Parmenter, management representative, Robert Douglas, safety engineer, John Drummond,

superintendent of overhead lines, William Schairer, assistant superintendent of overhead lines, Verne Weitzke and Lamarr Smith, safety coordinators of overhead lines. Management supplemented its committee occasionally with a general foreman or divisional supervisor of the district where a serious accident had occurred and the union called in the steward of that particular work location or warehouse.

This committee met about once a month unless specially convened. They spent many times more than the required eight hours per day because everyone on this committee was safety conscious. They welcomed all and any safety suggestions which were turned in to the stewards or forwarded directly to Local 17 to be turned over to the Safety Committee for review at the joint meetings.

From these meetings many good proposals were forthcoming. If new equipment was suggested and the committee felt that the proposed safety equipment had merit, enough equipment was purchased to place it on trial in the field. After sufficient time had elapsed to give this equipment a fair trial, a consensus of opinion was requested, and if a favorable report was forthcoming, this new equipment became standard equipment for everyone engaged in the trade.

A record of the minutes of each meeting was kept and mimeographed and copies were sent to each warehouse. The men then had an opportunity to ascertain for themselves what transpired at the meetings and since the remarks of each committee-man was headed by his name, the opinions of every member of the committee was known to everyone.

The result of these meetings set an

unprecedented record in the industry, for the Overhead Lines Department of the Detroit Edison Company recently received a Safety Merit Award from the Edison Electric Institute for outstanding achievement in accident prevention. The Overhead Lines is the first department to receive this award in the Detroit Edison Company's history. The employees of the Overhead Lines Department worked from January 20, 1950 to June 30, 1950, a total of 1,056,262 consecutive man hours without a disabling injury accident. All five divisions in the Overhead Lines; Northern, Eastern, Oakland, Western and Detroit, have at one time or another completed a year without a disabling injury. When a division completes a year without a lost-time accident, that division is given a banquet with an evening of entertainment and words of appreciation from management.

The Detroit Division is in the heart of the arsenal of democracy. The lines are of greater size and capacity than those of other divisions and its traffic problems and congestion add to the hazards of the trade. Still the Detroit Division maintains a continuity of service that is the envy of other utilities. With all these added responsibilities, they have shattered all national records for they have worked from December 30, 1948 to August 26, 1950, a total of 1,043,052 consecutive hours without a lost-time injury.

Union-Management Safety Committee has paid high dividends and special acclaim should go to the committee and all the Brothers in the trade that have made these marvelous records possible.

The reports of the delegates to the convention will be in the next letter to the JOURNAL. We note that Christmas falls on an Executive Board meeting this year, while New Year's falls on a regular meeting. Since the Constitution states no meetings shall be held on a legal holiday, Brothers, take due and timely notice. Your press secretary wishes each and everyone a very happy and safe Christmas.

JULIUS OTTEN, P. S.

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Stout Support Given To Health Insurance

L. U. 25, LONG ISLAND, N. Y.—The day the National Health Insurance Bill was introduced in Congress, the propaganda machines of the American Medical Association rolled into action. Climaxing this phase of their so called "National Education Campaign" it is reported they spent over \$1,000,000 just before the national elections, in mud slinging, name calling and smearing.

They ran full page ads in over 11,000 newspapers and magazines, bought

Detroit Safety Work Is Recognized



Union-Management representatives receive Safety Merit Award from the Edison Electric Institute through the Detroit Edison President, James Parker. Left to right: Verne Weitzke, safety coordinator, A. J. Simpson, business manager, John Drummond, superintendent of overhead lines, James Parker, Detroit Edison Co. president, William Schairer, assistant superintendent of overhead lines and George Spriggs, president of Local 17.

time on 1600 radio stations, furnished canned editorials and speeches and flooded the doctor's offices with circulars to be distributed to their patients and neighbors.

With \$6,000,000 to spend, they have not, to date, brought forth any health insurance plan of their own. They have been advising the American people to use the voluntary health insurance plans as the American way.

They don't tell us that the A.M.A. bitterly opposed the "Blue Cross Plan" when it was introduced in 1933. They used the same method of smear "socialism, communism," etc. Now it is the American way. They also fought Workmen's Compensation and Social Security and as late as 1947, fought the Red Cross Blood Bank.

Last year the American people spent hundreds of millions of dollars for medical care. Of this, less than 10 percent was paid for by voluntary health insurance plans.

The voluntary plans are costly for the small coverage you get. They are definitely not the answer to our medical and dental care problems.

Don't let the propaganda of the controlled press and radio fool you. If the A.M.A. had a logical argument against National Health Insurance it would not have to resort to the trick phrases of "socialized medicine, welfare state and communism."

They even advise their speakers not to engage in debates where both sides of the issue are presented.

The plan introduced in Congress is definitely not the same as the British plan but they don't tell the American people that story.

The A.M.A. has engaged a public relations firm (a registered lobby) at a fabulous fee to conduct their na-

tional education campaign for the purpose of lessening the popular demand for, and increasing the objection to, Federal and State health insurance plans.

The constitution of the A.M.A. states that the purpose of the organization is to promote the science and art of medicine and the betterment of public health. That's a joker and should be amended.

Thousands of Americans neglect their health simply because they cannot afford medical and dental care. A compulsory National Health Insurance Plan is no more un-American than Social Security. If all the members of organized labor were to write their Congressmen demanding action on this bill, we could no doubt wash out one of the largest lobbies in Washington.

Work in our jurisdiction is still holding up. So far, the credit controls on the purchasing of small homes has had no ill effects. We are looking forward to the easing of these controls in the near future.

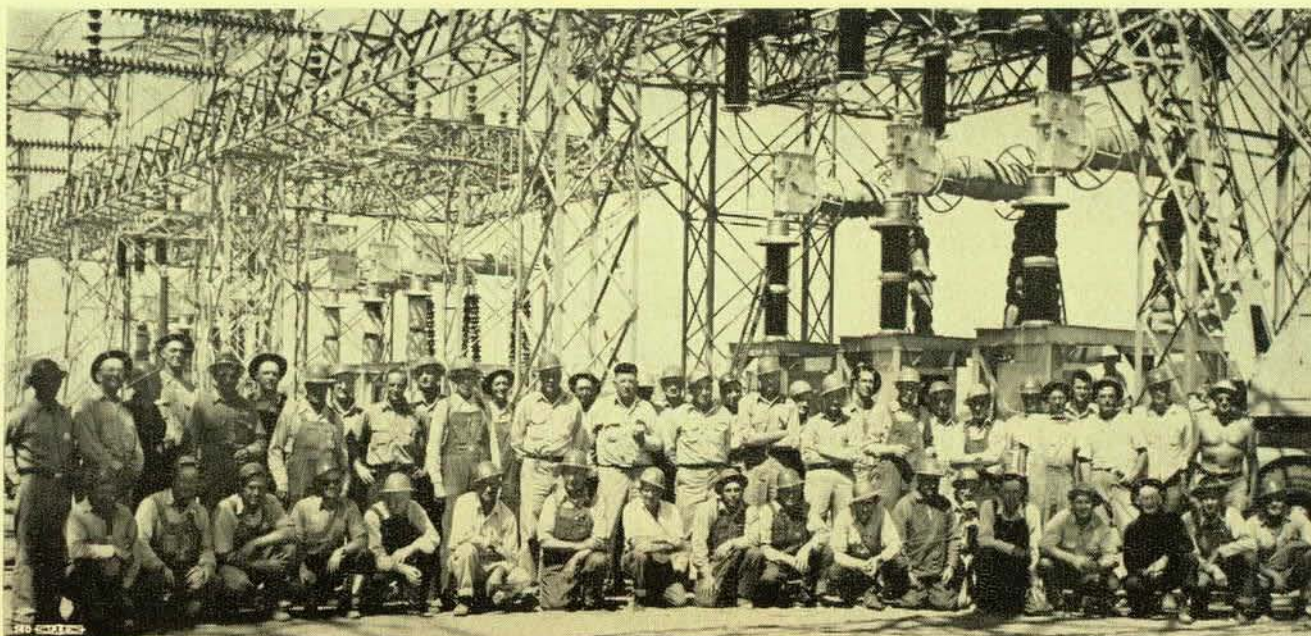
The membership is to be congratulated on the election of Brothers Mark Costello and Walter Kronimus as members of the Industrial Stabilization Board.

Brother Joe Currie and his sick and accident committee are having a social get-together for the members and their wives at the Union Hall on Saturday, October 28. Best wishes for a highly successful evening, Joe.

Congratulations to all the International Officers on their unanimous reelection to office at the Miami Convention. Best wishes for a successful four years.

Local Union No. 25 extends Christmas and New Year's Greeting to all

Crew Which Worked on Giant California Switchyard



Letter from Local Union 50, Oakland, California, gives details of this big job. Men shown include, standing, from left: Chas. Moore, M. H. Murray, Jas. L. Lowery, C. Dale Gibson, foreman, M. W. Jacox, I. J. Hunter, A. E. Walton, foreman, Dan Sullivan, Craig Walton, Angus Gray, D. T. Tyree, L. T. Gatlin, R. W. Baker, foreman, M. M. Julian, Theo. Hannon, Don Orason, Estie Lundy, O. W. Franklin, general foreman, Wm. Trimble, foreman, Leslie Weber, F. R. Helton, Joe Rogers, supt. Bechtel Corp., M. J. Hessler, E. A. Grove, T. T. Riley, Carl Johnson, D. E. Lee, J. W. Baker, R. D. Sears, R. D. Rothberg, Wm. Wagner, Pete DuBois. Front row: W. C. Beaman, E. A. Srader, L. V. Keller, Chas W. McClure, George Williams, A. F. Lawrence, foreman, George Wagner, steward, J. M. Anderson, G.E. Rep., Lu. Pacheco, C. L. Boshart, R. L. Hartman, E. E. Lewis, E. A. Whitney, C. P. Vincent, R. P. Lindstrom, A. F. Kessler, foreman, Wm. Lawry, Dan'l Patrick.

the International Officers and to every member of the Brotherhood. Hope all you Brothers in the service can be home for Christmas.

WALTER BUTLER, P. S.

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Baltimore Keglers Have Good Season

L. U. 28, BALTIMORE, MD.—Last month we had our Fiftieth Anniversary Celebration and by the time you read this the election will be over so there really isn't much to talk about; however, I sure hope that every member took advantage of their rights and voted on November the 7th. The reason every one should vote is explained in 11 little words by Walt Whitman—"And by the ballot those who toil shall enter into their inheritance."

The Bowling League headed by Brother John Franz is enjoying one of its best seasons. For an evening of incomparable pleasure you should stop by one Thursday evening and enjoy yourself.

The work in and around Baltimore has been holding its own. There are several big jobs now in progress but material shortages of one sort or another have not put the labor demand above our supply, but it has kept everybody working fairly steadily.

I am very anxious to hear the reports of the convention delegates for I understand that the convention was one of the best ever held. From what I heard, the hurricane did not stop or even slow down the progress of the convention but did supply a few thrills for those who were there.

This being a dull month, leaving me nothing more to say, I will close leaving you with this little proverb by Zimmerman, "The more you speak of yourself, the more you are likely to lie."

A. S. ANDERSON, P. S.

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Huge Switchyard Rises in California

L. U. 50, OAKLAND, CALIF.—The Contra Costa Switchyard now under construction near Antioch, California, on the San Joaquin River, when completed, will be one of the largest switchyards of its kind in the country. Contra Costa Steam Plant and its switchyard are being built by Bechtel Corporation for the Pacific Gas and Electric Company, the utility serving most of Northern and Central California, at a cost of \$51,500,000. The power plant initially will have three main generators with a total output of 402,000 horsepower. The yard

alone is 770 feet long by 220 feet wide in total plant and yard acreage of 220.

The yard will eventually contain 15 breakers for controlling the circuits. There will be four circuits coming in from power transformers at the plant, two bus sectionalizing circuits, two bus paralleling circuits, and seven outgoing lines for transmission at 220,000 volts.

The operation and protection of the switchyard circuits and associated equipment, such as power transformers and generators, will be controlled by Impulse-type Oil Circuit Breakers and Disconnects manufactured by General Electric Company. The breakers are type FG 230 rated 1,000 amperes—230,000 volts—and are capable of interrupting 10,000,000 KVA. These breakers can clear a faulted circuit in three cycles or 1/20th of a second and close back and re-establish the circuit in 20 cycles or 1/3 of a second. The breakers are a three-pole arrangement with each pole separately supported on a concrete foundation. Each pole has its own air-pneumatically-operated mechanism. The air pressure in the mechanisms are automatically maintained at the correct value at all times. The three mechanisms are interlocked electrically to assure simultaneous closing and opening of the three pole-breakers.

There are two sets of three-pole

Honoring Veteran Members of Local Union 59, Dallas, Texas



Gathering at the Baker Hotel, Dallas, as Local Union 59 honored its old-time members. In smaller picture at left, International President D. W. Tracy is shown addressing the banquet. Seated at his side is Frank W. Graham, Business Manager of the local. At right, President Tracy presents service pin to C. A. Bush, 50-year member. Others honored were: (40 year members): Charles Cornehl, J. H. Rhodes, F. D. Egan. (35 year members): M. S. Allen, A. L. Alston, Harry Ballard, S. R. Bryant, L. K. Darsey, Walter Leach (30 year members): C. A. Benedict, R. R. Calhoun, W. J. Cox, Jr., W. T. Edgar, W. S. Gordon, F. Rice Jones, T. M. Kersey, A. G. Kleinfeld, F. M. Landrum, R. H. Rupard, V. H. Torbert. (25 year members): Joe H. Berry, T. D. Betts, W. M. Buckley, E. C. Clevenger, Julius Dry, Thos C. Estes, C. E. Flowers, R. P. Gano, J. E. Gebert, Sam Janelli, E. L. Jernigan, Sa., Roy Johnson, R. L. Klapper, Worth Peak, Jr. (20 year members): Wm. E. Arnwine, C. B. Brown, W. I. Buchanan, Lawrence Darsey, R. L. Everitt, William Gross, H. E. Harmon, Clyde Lohr, Wm. B. Mizell, J. L. Tey, H. D. Wimberly.

isolating disconnect switches mounted directly over the circuit breakers. The outgoing line circuits have an addition to the isolating switches—a bypass switch mounted above the isolating switches and a ground device that can ground the transmission line when necessary—all of these switches are gang-operated from the ground.

There are 14 bays of airswitches made by Pacific Electric Mfg. Co.

The job will require 550 tons of steel. Equipment on the job consists of two cranes and two A-frame trucks.

The yard was started on April 1st.

All men are furnished by Local 50 for outside work. Brotherhood Local 302 has all inside work. Both locals are working harmoniously together.

DAN SULLIVAN,
LESLIE WEBER.

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Meeting Attendance Picks Up for Local

L. U. 52, NEWARK, N. J.—The past few months have witnessed a sub-

stantial increase in the number of members attending our meetings, and, what is more important, taking an active part in the proceedings.

Several of the younger members have displayed a definite consciousness of what membership in an organization such as Local No. 52 can mean to them. When one considers that our actuarial age is 50, it is heartening to know that there will be those who will watch over and maintain the tradition and conditions established by their predecessors.

Poem of the Month

The Night Before Christmas

'Twas the night before Christmas, when all through
the house

Not a creature was stirring, not even a mouse;
The stockings were hung by the chimney with care,
In hopes that St. Nicholas soon would be there;
The children were nestled all snug in their beds,
While visions of sugar-plums danced in their heads;
And Mamma in her kerchief, and I in my cap,
Had just settled our brains for a long winter's nap,
When out on the lawn there arose such a clatter,
I sprang from my bed to see what was the matter.
Away to the window I flew like a flash,
Tore open the shutters and threw up the sash.
The moon, on the breast of the new-fallen snow,
Gave a luster of mid-day to objects below;
When, what to my wandering eyes should appear,
But a miniature sleigh, and eight tiny reindeer,
With a little old driver, so lively and quick,
I knew in a moment it must be St. Nick.

More rapid than eagles his coursers they came,
And he whistled, and shouted, and called them by
name:

"Now, Dasher! now, Dancer! now, Prancer and
Vixen!

On, Comet! on, Cupid! on, Donner and Blitzen!
To the top of the porch, to the top of the wall!
Now, dash away, dash away, dash away, all!"

As dry leaves that before the wild hurricane fly,
When they meet with an obstacle, mount to the sky,
So, up to the house-top the coursers they flew,
With the sleigh full of toys—and St. Nicholas, too.

And then in a twinkling I heard on the roof
The prancing and pawing of each little hoof.
As I drew in my head, and was turning around,
Down the chimney St. Nicholas came with a bound.
He was dressed all in fur from his head to his foot,
And his clothes were all tarnished with ashes and
soot;

A bundle of toys he had flung on his back,
And he looked like a peddler just opening his pack.
His eyes how they twinkled! his dimples how merry!
His cheeks were like roses, his nose like a cherry;
His droll little mouth was drawn up like a bow,
And the beard on his chin was as white as the snow.
The stump of a pipe he held tight in his teeth,
And the smoke it encircled his head like a wreath;
He had a broad face and a little round belly
That shook, when he laughed, like a bowlful of
jelly.

He was chubby and plump—a right jolly old elf;
And I laughed when I saw him, in spite of myself.
A wink of his eye, and a twist of his head,
Soon gave me to know I had nothing to dread.

He spoke not a word, but went straight to his work,
And filled all the stockings; then turned with a jerk,
And laying his finger aside of his nose,
And giving a nod, up the chimney he rose.

He sprang to his sleigh, to his team gave a whistle,
And away they all flew like the down of a thistle;
But I heard him exclaim, ere he drove out of sight,
"Happy Christmas to all, and to all a goodnight!"

—Clement Clarke Moore

These gains that have been wrung (in many instances) at employer-employee parleys for over half a century must be zealously guarded lest one faltering step be the start of a backward slide, ending only when one's posterior is on the ground. The indifference one displays to small working rules such as carrying material in his own car, using nipples or angle iron frames not made on the job may well serve as the banana peel on the road to further progress.

A fearless administration of these rules by competent officers will serve as an inspiration for the local membership to uphold conditions and encourage the youth of the local to report any infractions that occur, secure in the knowledge that they are performing their duty and need not fear any repercussions.

The apprentice training course and the fine coaching of the older mechanics has developed many fine mechanics. An allied course in the rudiments of unionism, the Constitution of the I.B.E.W., and the bylaws of the local would further equip the new generation with the means of becoming a complete mechanic.

FRANCIS MACKAY, P. S.

Detroit has Fine Athletic Program

L. U. 58, DETROIT, MICH.—Locals outside of Detroit report and describe very fine athletic programs. Here in Detroit, we feel that we are not blowing the brass horn too loudly when we go out on the limb and state that the athletic activities sponsored by our local union will compare favorably with the best of them. To substantiate this statement, permit me to review and recapitulate the activities of the "sports department" of our local union during the past year.

Heading the list, as usual, are our baseballers. Our hard ball aggregation captured the playoff trophy of the strong Detroit and Wayne County

Notice

John T. Ryan, president of L.U. 1048, 701 K. of P. Building, Indianapolis, Indiana, asked us to report that his wife lost her ring, an oval-cut amethyst with raised mounting of gold on white gold, in a ladies room of the McAllister Hotel.

President Ryan says the ring was not valuable but had a sentimental value and they would be most grateful for its return if it luckily had been found by one of our delegates' wives.

Notice to Press Secretaries

Many of our new press secretaries have been writing us regarding the deadline date for copy to the JOURNAL. We thought a little notice might be helpful to all.

All copy for the JOURNAL must be received at the International Office on the first of the month preceding the date of issue. That is, all copy for the January issue, must reach us on or before the first of December. We realize that often news which our press secretaries report, gets out of date before it is published, but we have worked out the best possible system for service to all.

Of course copy reaching us, say the fourth or fifth of November and which could not be used in this December issue because it reached us too late—the JOURNAL was already being set up then—will be old news before it appears in the January issue. However, all material sent us late in October and reaching us November 1, will not have too great a time lapse, as it appears in this issue reaching you well before the first of December date which issue it is.

There is a great deal of work involved in getting an 80-page magazine (and this one was 128 pages) edited and printed and mailed to nearly half-million members. Our staff and our funds are limited and yet the work is accomplished in a little over two weeks.

We write this so you will understand what we are up against and that we have worked out the best schedule possible to give service to you.

We appreciate so much your splendid letters and the fine way you have cooperated with us.

J. SCOTT MILNE, Editor

Federation of Labor League for the fifth consecutive year. This year's win was an exceptionally outstanding one. After dropping the first game in a two-game loss knockout playoff, our "pros" played pressure baseball the rest of the way without encountering that fatal knockout punch. Whenever the pitching sagged, the hitting power was always at hand to step in and fill the breach. Manager Ray Blagden seemed to feel modest when pressed for a contributing factor to their successful campaign. Remarked Ray, "When my regulars show up at game time, I am all set."

Our bowlers started their 1950-51 season with their usual large numerical representation of 25 man teams. Team membership is restricted to journeymen and apprentices of our local, but visitors from other localities within our jurisdiction are always welcome. Our local sponsors the entire league of 20 teams, furnishing shirts at regular intervals, and subsidizing each team's entry fee into two tournaments during the course of the season. League affairs are coordinated extensively by Athletic Director and League President Clarence "Hap" Ehrler. Hap says, "We do not bowl good, but we do bowl loud. We aim, fire and step back." Well, sir, you can seek them out any Wednesday evening at the Red Mill Recreation having a good time, more interested in the social angle of the game than in the numerical value of their scores.

Our local sponsors two teams into the Detroit and Wayne County Federation of Labor Bowling League. As

far as winners are concerned, our bowlers here are way behind the baseball team. Sonny Nuytten's Electronics Number Two team applied pressure bowling a few seasons back and did produce a winner. Murray Birnie's strong Electronics Number One aggregation was a serious threat the greater part of last season, just missing out by a narrow margin in the end. Perhaps happier days are in store for them this year.

The golfers also received a little action, after a few years' of lull. This year's tournament was well attended, and a nice time was had by all who had the fortitude to come out and participate.

JOHN MASER, P. S.

Montana Veterans Receive Cards

L. U. 65, BUTTE, MONTANA—Top of the news in past review was the joint pinning ceremonies on April 15, 1950 for I.B.E.W. cardmen of 25 years or more. Butte Locals 623 and 65 honored 93 "Old-Timers." (See pictures.)

Twenty-five year members were L. V. Blackwell, C. E. Davis, W. H. Duggan, Martin Gulley, J. P. Griffiths, J. C. Harrington, Dan Healy, Garfield Harris, Arthur Hoar, Dave Johns, C. G. Johnson, W. C. Kitto, Rollo McDonald, George Marcoff, Myles McDonald, Dennis O'Connell, A. Riton, Chauncey Sauerbier, W. Sawley, J. W. Sullivan, H. W. Schaad, J. G. Skedd, Joe Strom, E. M. Tebo, F. C. Thomp-

Veteran Members Honored at Butte, Montana



Sixty of the 93 members of I.B.E.W. Locals 65 and 623, Butte, Montana, eligible for "pinning" at the combined locals "Old-Timers Party." Awards were made by Local 623 President, Pete Heim and Local 65 President Walter Crase. "Old-Timers" absent were awarded pins through the mails, or were visited by members of the Entertainment Committee.

son, Ed Tiesse, Al Beck, Harry Slenker, D. Murphy.

Thirty year pinnees: Thomas Bolitho, Bill Conroy, B. Donor, L. B. Featherly, Al Fortina, J. B. Halford, A. L. Hawk, W. E. Hoskins, E. E. Hoffenbrodel, George Lowry, B. Morrissey, R. V. Odgers, James O'Leary, M. B. Pishker, K. M. Roher, Homer Sullivan, J. T. Sullivan, Tom Robbins, Neal McDonald, Emmett Edgar, Oscar Sandstrom, Howard Johnston, Ed Lappin, Earl Lappin.

In the 35-year group were: A. R.

Felix, L. J. Gribble, James C. Gilboy, T. J. Gilbride, C. E. Harvey, W. Hopkins, G. Hinkson, George McCracken, C. Nankervis, S. J. Reardon, Joe Thompson, George Ross, F. Mat-tausch, C. Doak, Carl Closs, A. H. Lindquist, Bill Hoskins, Barney Bartzen, James Cummings, Earl Lannin, Ed Hickey, George Northey, C. L. Smith.

Forty year members included: R. Baker, E. Drout, Bob Brimson, Wm. Cashell, T. J. Ryan, A. A. Sundberg, Gene Sullivan, Charles Wills.

Awards for 45-year memberships were presented to John R. Crawford, C. W. Honert, Lawrence Mulholland, Chris Springer, Harley H. Thurman, A. G. Garton, E. R. Smith and Jerry Sullivan.

In a moving presentation, on behalf of the I.O., Eighth District Vice President Wallis C. Wright presented Nels Lindquist a pocket card; a congratulatory letter from I.B.E.W. President D. W. Tracy and International Secretary J. Scott Milne, a dress pin, and a pin "for everyday wear." All present were standing in tribute to this I.B.E.W. pioneer receiving his 50-year award for I.B.E.W. membership.

Credit for arrangements and entertainment goes to Butte Central High School tumblers, orchestra and entertainers; to Bobbie Best and Local 65 member Bob Nicholls, piano soloists and to the joint arrangements committee for refreshments. Local 623 committee members were Pete Heim, Bill Fleming, Bill Gleason, Jimmy Douris, and Bob Sundberg. Walt Cannon, Bernard Morrissey, Russell Williams, Art Larsen, Walter Albertson and Walter Crase from Local 65 filled out the joint committee roster.

Executive Board officers from Local 623: Pete Heim, president; Francis Fleming, secretary; Howard Johnston, treasurer; Don Maddocks, recording secretary; and Rudy Tomich, financial secretary, aided and assisted.

Last year's elections for Local 65 returned President Walter Crase; Financial Secretary Joe Thompson; Treasurer and Business Agent Albert Coombs; Recording Secretary Bob Gribble. The latter resigned and Robert Nicholls is now our scribe. Walter Albertson, vice president elect, moved to another job out of Butte, and Richard O'Connell holds that chair

Awarding 50-Year Pin at Butte



Nels Lindquist, senior I.B.E.W. member and only fifty-year member of Butte, Montana Locals 65 or 623 eligible for the Fifty-Year Pin receives a pin in acknowledgment from the I.O., presented by Eighth District Vice-President Wallis C. Wright plus a congratulatory letter and fifty-year certificate. Stanley E. (Mutt) Thompson, I.B.E.W. Representative (right), officers, "Old Timers," and members of the two locals witnessed the accolade. A. H. Lindquist, son of veteran Nels, received a 35-year pin at this April 15, 1950 affair.

They Remodeled Grand Rapids Department Store



Crew that worked on the remodeling of the Wurzburg Department Store, at Grand Rapids, Michigan. First row, L. to R., J. Nemmers, J. Peters, J. Link, C. Dieleman, J. De Boer, C. Rauwerda, Wm. Senf, R. Bruce, M. Siegel, E. Visser, J. Bailey, J. Schneider. Second row, L. to R., H. Galloway, W. Rickling, G. Fase, G. Cooley, G. Van Bruggen, E. Link, R. De Witte, A. Dygert, N. Keegstra, R. Coultier, B. De Boer, W. Bassett, T. Moorman, H. Ferrall. Third row, L. to R., J. Dumond, E. Spittler, Jr., R. Patt, E. Sperling, G. La Huis, T. Robart, R. Briggs, G. Dean, E. Schneider, F. Brown, R. Downing, E. Gustafson, R. Trasky, H. Courser, N. McDonald. Fourth row, L. to R., J. Doty, B. Martin, L. Clark, G. Mellor, R. Larsen, B. Polinski, K. Doane, G. Van Noord, L. Vandemeer, J. Le Febre, G. Osgood, A. Fonger. Fifth row, L. to R., H. Peterson, G. Mabie, S. Olson, A. Postema, E. Miller, M. Hoppough, O. Skutt, E. Bailey, R. Taggart, R. Blue, W. Williams, R. Berg, H. Hauschild: District Mgr. for Fischbach and Moore Incorporated. J. Herrmann, P. P. Spitale, E. Swartz, C. Bright, M. Fishkin, G. Helm, J. Sowa, K. Johnson, L. Skutt, J. Hewitt.

now. Larry Maynard is Executive Board member and Russell Williams is assistant Business Agent, handling industrial contacts. Local 65 officers aided the joint committee for the "Old Timers" affair.

Local 65 members working for the Anaconda Copper Mining Company voted whole-heartedly along with Local 122, Great Falls and Local 200, Anaconda, for union shop status in an N.L.R.B. company-consent election. These members joined the ranks of utility members who voted likewise some time ago.

Arbitration Board members and Executive Board members are busy with contracts through the year. Varied wage raises and maintenance of or bettering of conditions have been the rule.

Two cheerful items are (1) the prompt I.O. service in the matter of letters, reports, and—in another department—prompt handling of insurance claims. Nods of approval to International Secretary Milne and his staff for this. (2) Ditto on-the-ball aid from Vice President Wright's Pocatello office and from his field men, S. E. (Mutt) Thompson and George Dengel. Their response beyond the call of duty—especially in times of crisis—has been more than gratifying.

The ELECTRICAL WORKER'S JOURNAL is highly readable and useful. Mulholland, Sr., a JOURNAL reader for almost half a century, each month tells this scribe, "This issue is the best ever." Makes tough pitching for a P. S.

KENNETH MULHOLLAND, P. S.

Brother McLean Has 75th Birthday

L. U. 106, JAMESTOWN, N. Y.—My letter to the JOURNAL is going to be brief this month as I know that much space will be devoted to the recent

Butte's "Three Electric Bills"



Local 65's Three Electric Bills: William E. Hoskins, his son, William Hoskins and William (Bill) Hoskins, the Senior, were the principals in an impressive obligation ceremony. Retired William Hoskins—Local 65's only living charter member—obligated his grandson, admitting the third generation into this Butte, Montana Local on "Old Timers Night," April 15, 1950.

Awarding Pins to Veteran Members at Tampa, Florida



Vice President G. X. Barker, right, presents 45-year pins to L. L. Loveless and Jim Arnold. In photo at right, Brother Barker is shown presenting a 50-year pin to Brother Harry Fox. Ceremony took place at 50th anniversary banquet of Local Union 108, Tampa.

convention of the Brotherhood held in Florida.

On November 10th, many of the Brothers, members of Building Trades and Central Labor Councils called on Brother McLean to help him celebrate his 75th birthday. Brother McLean has belonged to the Brotherhood for 48 years. A purse of money was presented to him from the boys. A birthday cake and coffee were served by members of the family. A short time after the party Brother McLean had a car back into him one night on his way home. At this writing he is out again after being in bed for a few days.

I am happy to report that Brother Ernest Stapleton is rapidly recovering from a heart attack. All the boys wish you a speedy recovery, Ernie.

On November 15th, the rate of journeymen will advance 10 cents making the new rate \$2.40 per hour. Apprentice scale also will be increased in all brackets. Next May 15, 1951 the scale will be \$2.50 per hour.

It is with a great deal of sorrow that I report that John Larson, Jr. always called Jack by the boys, fell at his home in Celeron and fractured his leg just below the hip. I called on him at the hospital and presented him with a purse of money from the boys at the Niagara-Mohawk new plant at Dunkirk, New York, where Jack has been working this year. He expects to be home in a short time. All the boys hope that you will be out again soon, Jack.

As this letter is being mailed to the JOURNAL papers are being signed for the pension of Brother Bert O. Kinne whose card number is 13991 and who has been a member of the Brotherhood for 34 years. This is to wish you much enjoyment while you are on pension, Bert.

I think that this will be all for this time.

MURRAY HORN, P. S.

Raise Negotiated by Grand Rapids Local

L. U. 107, GRAND RAPIDS, MICH.

—Local 107 hits the JOURNAL once again after an absence of several months. My sincere apologies to the Brothers for the absence of articles and news. The reason is that I have been in the chaos that goes with building a house.

A lot of things have gone on in these past months and I will endeavor to report them somewhat belatedly at this time.

We again have been successful in our negotiations for a raise and I think all of the Brothers can use the extra money very well in these times of high living costs.

All of the boys are working again and this is a good sign and indication of a healthy local.

We have quite a number of jobs going at this time and more big ones coming up in the very near future.

The Diesel Equipment Division and also the Stamping Division of General Motors have started additions to their plants here.

The Blodgett Memorial Hospital, one of the oldest in Grand Rapids, has started a large addition to its present buildings. All of these are big contributions to our bread and butter.

One of the good Brothers, Juell Hewitt by name, has sent in a picture of the boys working on the Wurzburg Department Store. This job was a complete remodeling of 10 stories. All of the old interior was removed and new construction was started around an old skeleton.

This store will be a model when completed. The job will run into the multi-million dollar class. There have been 109 electricians on the job, with 88 at this writing. As is always the case, you just can't get all of them at the place where the picture is to

be taken, but we did better on the second take.

This is Fischbach-Moore's first job in Grand Rapids and relations between them and Local 107 have been excellent. We of Local 107 hope they have many more jobs in this territory.

Our public thanks go to the committee who worked so hard to see that all of the Brothers in our local and the eligible members of their respective families were registered so that they may use their right and privilege to vote in the coming election. This was a tremendous undertaking and they were 100 percent successful. Now, Brothers, it's up to you—VOTE!

More news from 107 next month, so for now, good night.

P. SCHOON, P. S.

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Tampa Local Observes Golden Anniversary

L. U. 108, TAMPA, FLA.—Well, our 50th Anniversary is over and according to all reports it was a howling success.

We had over 700 present at the celebration, with Vice President G. X. Barker, West Holtz, L. L. Dick and Ethel White representing the I.O.

The presentation of a 50-year honor badge and scroll to Brother Harry Fox, visiting member in Tampa, was the highlight of the party. It was presented by Vice President Barker, and also two 45-year pins, to Brothers Loveless and Arnold were made. Then Joe Borelli, President of Local Union 108, presented badges to every one with 10 years standing or better.

The dinner was delicious: fried chicken, french fries, salad, ice cream and feed tea. The liquid refreshments ran out early but I guess nobody suffered. The party was held

at the Forest Hills Country Club and if you didn't do the 19th hole you missed the boat.

A good shindig once a year is beneficial to any organization; you see members that you haven't seen since the last party. We also invited all the contractors in the jurisdiction and all I.B.E.W. business managers in the State.

Brother Govreau, chairman of the party, really did a real job of making the party a huge success. Well, that's all history; now what we have to worry about is the next 50 years.

Work is not so hot here. Some of the boys had to get out their tramp guides. Practically all the locals in Tampa are negotiating new wage rates between now and the new year. The counter proposals of the contractors are far from being in line with the raises we have absorbed in food stuffs and taxes.

Hope all the delegates get a change to do some fishing while here at the convention, cause that is one thing we have good fishing and sunshine.

See you next month.

W. P. BLAIR, P. S.

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Fort Worth Helps in Flood Restoration Job

L. U. 116, FORT WORTH, TEXAS—Local Union 116 is still giving a helping hand to the victims of the swirling waters of the Trinity. When the river broke through the levees in May 1949, family life was heavily struck and community life was hurt badly. The Doyle Baptist Mission was badly damaged and many underprivileged children were without a place to play. When West Side Kiwanians volunteered to help build an activities annex to the mission, our members wired the annex, workshop and playground without charge, with materials donated by the members of the local chapter of the National Electrical Contractors' Association.

Brother Fred (Track-and-A-Half) Otto and Brother G. H. Burt, our delegates to the International Convention in Miami, returned with a very interesting report and a very wild tale about the hurricane. Brother Otto came back with just one good foot and half of another and found Mrs. Otto just out of the hospital from an operation on her feet. Now they both have only one good foot.

Our Ladies Auxiliary held a Halloween party Saturday October 28th at our hall, for the members, their families and friends. Bingo was enjoyed by all. Prizes were given by electrical contractors, supply houses and Ft. Worth merchants. Miss Eloise Mayo from T.C.U. entertained the children with games and grab bags. Bertie Kisel and her all-girl band played for dancing. The Whirlers Square Dance set and their caller,

Congratulating Chicago Apprentice



Glenn North, winner of Sixth District apprenticeship award by the National Electrical Contractors Association, receives a handclasp from Michael J. Boyle, vice president of the I.B.E.W. and Business Manager of Local Union 134. Others, from left, include J. Walter Collins, Secretary Electrical Contractors Assn. of City of Chicago, E. E. Leasure, Jr., President Electrical Contractors Assn. of City of Chicago, Thomas J. Murray, Business Representative Local 134, I.B.E.W.; Frank E. Vogel, President The Edwards Electric Company; Edward J. Moran, Instructor Washburne Trade School, M. H. Keller, owner D. D. Electric Company, Charles D. Mason, Co-Ordinator of Apprentices, Harry J. Hughes, Secretary Executive Board Local 134, I.B.E.W.

Ross Carney, gave an exhibition dance. Mrs. Bob Easley, a member of the auxiliary did a special dance. Mrs. Howard Hart won the door prize and Mrs. Bob Easley and Mrs. Pat Landman won costume prizes. The Halloween committee members were; Mrs. Don Ruby, Mrs. John Granger, Sr., Mrs. Howard Hart, Mrs. Jack Gooden, Mrs. Al Blackwell, Mrs. Bob Easley, Mrs. Travis Landman, Mrs. A. B. Hester, Mrs. R. H. Wicklund and Mrs. Elbert L. Keer.

A contract committee was appointed at one of our recent meetings to go into negotiations with our contractors for a very deserved wage increase. Our last wage raise did us little good since Uncle Sam started leaving us less take-home pay and living expenses are still going up.

DO YOU HAVE A POLL TAX RECEIPT?

EARL ROBINSON, P. S.

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Recent Events at Decatur Highlighted

L. U. 146, DECATUR, ILL.—Our Business Agent, A. C. Kohli, has returned from the Miami convention and given a very interesting summary of the events which transpired down

there. John Herbrig, our financial secretary, did a very good job pinch-hitting as part-time business agent during Kohli's absence.

Our President, N. O. Primm, is temporarily indisposed with a case of hives, origin unknown.

The Frank Andersons are the proud parents of a new baby girl and the Jerry Waynes have a new baby boy.

Bob Shearer and family have moved into their new home on Nelson Park Boulevard. Bill Mihal is in the Veterans' Hospital in New York undergoing treatment for stomach ulcers. We sincerely hope he succeeds in obtaining relief and comes home real soon.

Our foreman on the Borg-Warner job, "Les" Bridgman of the Krigbaum Electric Co., is also suffering from an ulcer these days, but has managed to stay on the job so far. Heise Electric have almost finished their part of the Borg-Warner job, which included the office lighting and the machine hook-up. Krigbaum Electric still have considerable wiring to do on the new jet pump division of the plant, the new test-cells and the new engineering building.

Leonard Flack, until recently with Heise Electric, left today for Knoxville, Tennessee. We sincerely hate to

Address Changed?

Brothers, we want you to have your JOURNAL! When you have a change in address, please let us know. Be sure to include your old address and please don't forget to fill in L. U. and Card No. This information will be helpful in checking and keeping our records straight.

Name _____
 L. U. _____
 Card No. _____
 NEW ADDRESS _____

 OLD ADDRESS _____ (Zone No.) _____

Mail to: Editor, Electrical Workers' Journal
 1200 15th Street, N. W., Washington 5, D. C.

see him go, as he is an excellent welder and an all-around good fellow, but our loss is Knoxville's gain.

Bob Barr is reported to be working in Kansas City.

We were very pleased to hear from Brother Jerry Rutten, president of L. U. 158, Green Bay, Wisconsin. He sent a donation to the local Mel Overfield Benefit Fund, having worked with our recently deceased Brother back in 1944, on the Haudille-Hershey job. His interest in Local 146's effort in behalf of the family of a recent Brother is very commendable, to say the least.

We understand that Vic Walters is back on the job after an operation on his hand. George Routson is reported as improving slowly, but still not able to work for some time. Ed Pumphrey is still recovering slowly and also unable to work.

Well, gang, this seems to be about the extent of the news for the present, so I will bring this to a close. Hoping to hear from more Brothers in various parts of the country, we remain

BOB WAYNE, P. S.

Chattanooga Reports Some Men on Bench

L. U. 175, CHATTANOOGA, TENN.—The writer is relatively new at this particular assignment, but we should at least be aware of the fact that the deadline has a habit of sneaking up on us. But if this column, and all others under "Local Lines," were discontinued, we dare say that the JOURNAL would not be affected in the least. The reason for this statement is that each Press Secretary can write up-to-the-minute news, and by press time, it is ancient history. This

view and others that follow are the personal views of the writer.

For instance, we heard from our Business Manager Earl Burnette. He related that the convention business was postponed for that day because of the Florida hurricane. You will read about the convention interruption a month before you read this (If there are any who do read this.). Perhaps we aren't thankful enough for our international publication, but by the same token, we can say we must admire our local labor weekly, "The Labor World" which goes to press each Wednesday, with the column deadline on the preceding Monday.

(Editor's Note: Sorry Brother, we do the best we can. We accept copy up to and including the first of the month. It takes a while to get an 80-page magazine printed and mailed to nearly half a million members—a problem a weekly labor paper does not have. Your JOURNAL is only in process of printing and mailing a little over two weeks. With limited staff and funds, we don't think that's so bad.)

Our local has had some few setbacks regarding work. We have almost a score of men on the bench at this time. This is quite different from that which we had anticipated. We had hoped to invite Brothers from other locals to join us on the jobs, but these haven't as yet developed.

Brother John Kennedy had a heart attack recently but is gradually improving. John was in a group picture from a L. U. 175 job in September's issue of the JOURNAL. Brother Leland Seaborn of Albuquerque, N. M. saw the picture and wrote John. They had worked together over 25 years ago.

President Charles A. Brown is to

be commended. We have never heard a more sincere talk on unionism. His inspired talk brought out the full greatness of our own I.B.E.W., but the writer has never been able to confine his thoughts to one-sidedness. We wondered about the Collins-McNulty-Reid-Murphy split, and numerous misunderstandings of lesser intensity. Every happening to us, must have a reason, and we readily confess that we are ignorant of a lot of reasons.

The local is making a study of the constitution, bylaws and working agreement. This study is needed in every local, we believe (through the chair), and we feel that even L. U. 175 is no exception. Too many church members get their Bible through the pulpit—but at least they get some Bible. So it is with Electrical Workers.

So many locals make outright complaints about cliques within the local. We believe we have a clique down here—a pretty big one—over 400 members. And we work in harmony with other cliques; like the fitters, carpenters, etc.

The first of the "Objects" of the I.B.E.W. is to organize all electrical workers into local unions. The others are beautiful reading matter and can become real living things when union men believe in them. But this matter of organizing caught the writer's eye a long time ago. We know that our apprenticeship school turns out good union mechanics in four years (we have a class), because the apprentices are indoctrinated with unionism throughout. But it is a different story with the "organized" boys in every local union. We contend that there is loose-jointedness somewhere. Where? Is it the fault of the organizer? Is it the fault of those who are organized? Is it the fault of the local union?

While we are still asking questions—How much authority can one human of a local union assume with safety and treat every member with due respect? A lot of people in this world have become power-happy.

Now would be a very good time to have heart-to-heart talk with ourselves and come up with a good self-analysis. We, as individuals, need to know why we let the Taft-Hartley Act get past us. We need to know why such a law (more putrid than T.H.) was passed in Tennessee. Some other states have practically the same thing.

JOHN T. HARRIS, P. S.

Win Bargaining Rights At Westinghouse Plant

L. U. 201, BEAVER, PA.—After many months of absence, we are

pleased to be with our readers again, with a mixture of news, some good and some not so good. First, the good news. We received notice from the National Labor Relations Board that we have been certified as the bargaining unit again for the production and maintenance employees of the Beaver Westinghouse plant, Standard Control Division. We have been fighting for this privilege since February of this year, at which time we won a consent election over the independent U.E. organization. After working without a contract since May 1, news of our certification was very welcome indeed. The U.E. had filed successive exceptions to the election each step of the way until the case finally reached the N.L.R.B. at Washington, who finally handed down the decision in our favor, and the certification was given on October 16, 1950. Now we are all anticipating no loss of time in negotiations with the Westinghouse Company for a new contract, more of which you'll hear about in the next issue of the JOURNAL.

As for the darker side of the picture, we regret to inform our readers that our recently elected President Bill Hughes, was recalled to the service. (Incidentally, Bill was also our press secretary.) Good luck to you, Bill. Our best wishes follow you, wherever you go. Another vacancy occurred in our official family when Betty Murray, our recording secretary, left us to seek greener pastures in another field of employment. We'll all miss Betty's smiling face in the shop. Both of these positions have been aptly filled by David McBride as our new president and Irene Moore as recording secretary. Other new officers are Tony Kvaternik, vice president, and Joe Gallio, treasurer. The Executive Board consists of Oliver MacKeage, Lewis Demas, Abe Mike, Florence Karr, and Ruth Netherland. So we are happy to report that L. U. 201 is in the fight again and will soon be completely organized to carry on its work for the benefit of each and every member.

In closing, we'd like to say "Happy Convention" to all our fortunate Brothers and Sisters who are having a grand time in Miami at the time this is being written. We're sorry we couldn't be with you this year—we sure hope to have better luck next time.

JULIA KNOWLTON, P. S.

25c Increase Asked by "Non-Ops" Is Only Fair

L. U. 205, DETROIT, MICH.—Railroad electricians have seen another convention of the I.B.E.W. go into history and with its passing we have reason to have both great hopes and

deep dark fears for the welfare of those engaged in the industry from which we make a living.

The efforts of the executives of our union to organize all workers associated with the electrical industry into one great powerful group holds out hope for increased success. The convention showed by its size the tremendous strides that have been made in that direction. Unfortunately, many of the delegates felt lost in the multitude of Brothers representing all sections of the electrical industry.

It was a definite mistake to conduct the Vice Presidential District meetings in off-convention hours. These meetings are recognized by the constitution as part of convention election procedures. It is only logical to provide time for the proper transaction of the business of district meetings. The Executive Council District meetings should also be so arranged as to allow for a better examination of the functioning of the districts and the men who represent them.

Thursday, the last day of the convention, was an anti-climax to the events of the first three days. The proceedings were not given the attention they deserved. The sudden conclusion of the convention Thursday afternoon was a shocking announcement which came as a belated rebuke to the delegates. This was a three-day convention. A great organization of labor cannot afford such improvident actions.

Finally, while the interests of railroad electrical workers were certainly being represented when it was reported that demands for a twenty-five cent per hour increase in wages was to be served on management on October 25, the matter deserved more attention and consideration, especially from the railroad delegates. On the basis of the settlements being made in most other industries, the wage agreements, pension agreements, and fringe concessions such as paid holidays, we cannot compromise one cent of our original demands. It will take all of twenty-five cents to balance the books.

W. L. INGRAM, P. S.

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Miscellaneous Data From Atlantic City

L. U. 211, ATLANTIC CITY, N. J.—Well here we are again, in the making of a New Year. After the Christmas and New Year holidays, all one has to worry about is March 15th. I understand a couple of our Brothers from Local 211 took a trip up to Pitman, New Jersey, about a month ago and tried their hand at racing (auto). Your scribe has been informed that Brother John Morretti broke the track record there in his

trial runs and then when the race started, the motor conked out after about 10 laps. Or was it Johnnie? If you should happen to read this, John, I am only kidding but just the same, John, watch those M.V.'s, and you know what I mean, then to make matters worse, those little municipalities. Brother George Stockinger, who is also quite a bug on auto racing, accompanied him on this trip.

On the job where your scribe is putting in his time, the steward of same is none other than Jim Scarles, of Local 439. This chap is quite a ubiquitous fellow. He is quite a guy and takes everything in his stride. I understand his side kick, Norman Trautwein, has been heard to say he is worn out at night trying to keep up with Jim and all his jobs. Brother Scarles has informed yours truly that if he ever finds out what ubiquitous really stands for I will automatically head the top of the list. You know I have often wondered if everyone else figures the same as me . . .

I often pause and wonder

At fate's peculiar ways.

For nearly all the famous men

Were born on holidays.

What I am about to put down here in my article will probably only interest one guy but here goes and it is for the benefit of the Mayor of Gilman Lake here in New Jersey . . .

A canny young fisher named

Fischer,

Once fished from the edge of a fissure.

A fish with a grin

Pulled the fisherman in

Now they're fishing the fissure for Fischer.

So don't forget Norman, always keep those big ones wet if you want to get the most out of them.

Beginning with the first of the year, I propose that the officers of Local 211 and all other locals in the I.B.E.W., get together with their members and see about the agreement they have with their local contractors and find out about a wage increase for the members. After all, starting with last October 1st, the withholding tax that they take out of our pay was greater and we all ended up with less take-home pay. In my particular case, \$2.90 per week less. Every once in a while when talking to some business man, you will hear him say, "With the high cost of labor" one can't do this or that. Well my answer to that is this (as if anyone cares): We the laboring men (skilled) are not to blame for this condition because with less take-home pay the working man wants a raise in pay, to overcome what he has lost in withholding tax and a little bit more. After all, if anyone, skilled or otherwise, gets a raise in wages he naturally must

have more money to spend, and if he doesn't get it, the grocer and baker and merchants in general will feel this condition. So then there is less buying power. As your scribe figures it out, if I were to have full employment for one year at the wages I make now at the end of that time, in my particular case, I would lose \$150.80 for the year, that is quite an item. So you see it gives you less take-home pay.

With this new world crisis they are all talking about, women have been mentioned for placement in jobs wherever necessary. I understand in World War II, the British used 42 percent of their women at the peak of the war effort while at the same time and in the same period, we used 38 percent of our women. Let's make sure that all of the men capable of working are put to work first and then, if necessary, we will use the women. After all what we are interested in most is that every one of our men in the labor unions is at work first. Of course, we all know that definitely, this communistic aggression must be stopped, and as you already know, at this very moment the United States Government through the Federal Bureau of Investigation is putting to rout about 85 Communists. A few of these have served in our armed forces and were honorably discharged, but have been found to be still Reds, and are being ushered out of our country. According to some reports I have read in the newspapers the past few days, I understand some of our labor unions have Communistic leaders. That this is true in the American Federation of Labor your scribe doubts very much, but let's face the facts. We have enough good men in our ranks who are able to take their places. Let's all fight this condition together. And once again your scribe would like to say that what this all amounts to is in his mind . . . "TRULY A FIGHT FOR SURVIVAL."

Well Brothers, that's about all for this time, before someone will criticize me for taking up too much room, again. Yours truly certainly is enjoying the articles that the JOURNAL has been using.

Must close now. After all, I want my readers' interest in my articles, because that is paramount to your scribe. My JOURNAL just arrived and I noticed that my Christmas greetings arrived a little early so that goes for this issue also.

BART "Curley" MAISCH, P. S.

Three Awarded Gold Pins at Cincinnati

L. U. 212, CINCINNATI, OHIO—Greetings, Brothers, and a bit of news from Local 212 in Cincinnati.

On Wednesday evening, October 4, at the Pavillion Caprice of the Netherland Plaza Hotel here in Cincy, the members of Local 212 were proud to be able to help three of our retired Brothers, George Rost, Al Beerman and Joe Cullen, Sr., celebrate the golden anniversary of their affiliation with the I.B.E.W.

With our versatile business manager, Brother Harry Williams, acting as toastmaster, and guest speakers including Brother Gordon Freeman, our International Vice President and Jack Hurst of Cincinnati Building Trades, to help grace the occasion, we tried our best to make it a memorable evening.

Brother Freeman presented our three guests of honor with the scrolls and gold fifty-year buttons from the I.O. and fine gold wrist watches as gifts from the Brothers of 212.

We all got quite a bang out of the acceptance speeches, for these boys have been around a long time and they gave us a pretty good recap of the growth of our organization.

After all the formalities, we had a nice lunch and enough refreshments to make all the boys hope they, too, can stick around long enough to be the guests of honor at such an occasion. We have a lot of Brothers pretty close and I sure hope they stay with us so we can help them, as we did our guests at this affair, to celebrate their diamond jubilees.

Work is holding up well here in town. Some of the big jobs are winding up but we have some mighty big ones starting, so things look pretty good for a while. We have several hundred out of town Brothers in here and they are doing a swell job, but don't pack up and come rushing here, boys, for our supply and demand are pretty level and we wouldn't want you to lose time till you got located.

At our last meeting, we laid plans and set up committees for our annual midwinter dance, so you'll hear about that soon. Sounds like we are just a bunch of social butterflies but we try to get a little work done between affairs, so hi ho and off to work I go.

C. EDWARD KENKEL, P. S.

Toledo Workers Get Five Per Cent. Boost

L. U. 245, TOLEDO, OHIO—On Oct. 27th the Arbitration Board, arbitrating the wage issue between Local 245 and the Toledo Edison Company, handed down its decision granting the members of the Local a five percent increase in wages, retroactive to June 1st. In the light of recent events, it is unfortunate that the board was forced to consider the issue only as of June 1st. However, the five percent increase is an im-

provement over the company's offer which was rejected.

Brothers Stephen LaPorte, Vincent Wise, Jacob Bryan, and Leo Haas represented Local 245 at the recent convention in Miami, Florida. Brother Oliver Myers also attended as a member of the International Executive Council and was reelected to that body.

Recent deaths in the local were Brothers Gale Fredricks, a member for 13 years, and Richard Westrick a members for two years.

PAUL SCHIEVER, P. S.

All Members Working At Des Moines, Iowa

L. U. 347, DES MOINES, IOWA—A lot of water has gone over the dam since you last heard from Des Moines, but the boys decided they would like to be recognized in the WORKER, so your new scribe will take over from here.

We are getting along fine. We haven't too many jobs but all our members are working. We are finishing a large addition to the power plant and have several other fair-sized jobs going and a few more coming up.

Local 347 has a new home. We have purchased a building and will have a nice place when a few minor alterations are made.

We have a fine group of capable officers and it is a great pleasure to introduce them to you. First our President W. N. (Buck) Rogers; Vice President George Hatcher; Recording Secretary Mike Walsh; Financial Secretary and Business Manager Al Hedlund. We have a splendid Executive Board with Harold Baker, chairman and members of the board are Charlie Clark, John Coleman, Nels Herring and Charles John.

Our good friend and loyal Brother, Isaac "Ike" Johnson, has applied for his pension but we know that we will still be seeing a lot of Ike.

Brother Art "Slim" Norman is recovering from injuries suffered in his attack on a train and we expect to see him around real soon.

When I was proposed for "Scribe," it was stated that I was good at throwing the "bull" and that I should throw some in the WORKER. Speaking of bull, have you Brothers heard the one about the bee that went to sleep in the clover blossom and woke up in the stomach of a bull? He looked about and thought, "There isn't much I can do about this," so he went back to sleep. Later, when he awakened, the bull was gone.

Brothers, the election is just around the corner, so let's not go "back to sleep" and wake up in the same kind of predicament as the bee did.

FRED H. POWERS, P. S.

Death Takes Three Calgary Veterans

L. U. 348, CALGARY, ALTA, CANADA—It appears that our charter has been draped in black continuously for the last few months. This September in particular has been a bad month, for the grim reaper claimed Brothers Robert Owen and W. J. Dyson and in August Brother A. E. Palfrey.

Brother A. E. Palfrey was a journeyman lineman but due to injuries received to his feet, he was working as a groundman truckdriver with the City Light Department. He was born September 24th, 1897 and died August 16th, 1950.

Brother Robert Owen passed away September 18th, 1950 at 63 years of age. The funeral was held September 21st, 1950. He was buried in the Field of Honor, being a veteran of the first great war, from which he returned in 1919, and since that time had been employed by the Alberta Government Telephones.

Brother W. J. Dyson passed away on September 27th, 1950, at the age of 85, in the Colonel Belcher Hospital where he had been a patient since September 1949. The late Brother Dyson was presented with a scroll at a banquet held in the honor of 40 and 50 year members last February 24th and he also received his 40-year honor badge, having at that time been a member in continuous good standing for a period of over 41 years, having been initiated May 21st, 1909. He held all offices in L. U. 435 of Winnipeg and was a delegate to the Winnipeg Trades and Labor Council. He came to Calgary in 1908 and repeating his performance here, was elected President of the Calgary Trades and Labor Council in 1911 and that year was also delegate to the I.B.E.W. Convention held in Rochester, N. Y. Brother Dyson was a member of the town-planning commission, the housing and sanitation committee and the street lighting and city improvement committee for the City of Calgary. During the first World War, he served overseas with the first Canadian Pioneers and was wounded in 1915. He played professional baseball in the east for nine years, was a member of the Guelph Maple Leafs and held the Canadian championship for the running broad and hop, skip and jump for many years. Although we mourn his passing we are proud of our Brother who leaves such a record. His son, Brother Dyson, is carrying on in 348 at the present time and to him and his family we extend our sympathy.

Time marches on and the most effective way we can show appreciation and respect for our departed is to carry on in the best traditions of the I.B.E.W.

At this point it would be well to mention some of the bright spots.

Our delegates to the 24th Convention of the I.B.E.W. will have returned by the time this appears in print, but they are as follows: Brother W. S. Read, president; Brother O. Gardner, recording secretary and chairman of the Communication Workers Unit; Brother J. W. Lamond, financial secretary; Brother F. C. Bell, Executive Board member and chairman of the Electric Light, Heat and Power Unit; Brother A. Baird, member of the Executive Board.

Our business manager, Brother E. G. Whatmore, has succeeded in organizing the Class "A" Telephone Operators of the Alberta Government Telephones and they are working under their new agreement. He has also worked hard on the building trades branch and with the assistance of the able chairmanship of Brother Percy Mellett, the Inside Wiremen's Unit has attained the best average attendance of our three units.

Perhaps some of the Brothers who know Brother H. C. Simpson will be interested to know the writer received a letter from him and he is in good health and managing an auto court near Phoenix, Arizona.

O. GARDNER, P. S.

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Meet in Miami After 43 - Year Separation

L. U. 349, MIAMI, FLA.—It's been a long time since I've written for our marvelous JOURNAL. My alibi is that I was waiting for something new in news. Now I have it—try to picture this: Brother J. M. Thompson from L. U. No. 1, St. Louis, meeting Brother D. D. Tomkinson, L. U. No. 349, Miami, in the lobby of McAllister Hotel, Miami, Florida, during the convention and recognizing each other on sight after 43 years. These two members worked together in Virginia in 1907. I would like to say at this time I am willing to bet that Senator Taft and many more of our enemies in Congress could not even remember their own mothers after 43 years of their way of traveling.

L. U. No. 349 delegates, members and committees did their best to provide the delegates and guests to the 24th I.B.E.W. Convention with southern hospitality and entertainment while visiting our city. We even went to the extent of staging a real honest-to-goodness hurricane. But believe it or not, fellows like J. A. Fisher, N. C. Friend and George O'Brien from Los Angeles, California L. U. No. 11, told me that they really enjoyed it and admitted that it was far superior to the fog and rain which they have in California. As we should all know by now, the elements at times show the unions what

strength and force they have when they decide to marshal their forces and direct their course. Organized labor can do the same thing with benefits to all and harm to none as soon as we elect our friends to public office and defeat our enemies.

Many were disappointed that due to the storm, Brother Eddie Garmatz, Congressman from the 3rd District from Baltimore, a member of I.B.E.W., L. U. 28, and a former member of L. U. No. 349 and L. U. No. 1, had to leave Miami at noon Wednesday before having the opportunity to address the convention. We know him to be a real union man and the kind of Congressman we need. He had something to tell our delegates that would have been of great benefit to our delegates and visitors. Let's hope that Eddie will be returned to Congress November 7 and will be invited to Seattle as a guest speaker come 1952. Yours truly was on the bricks for 18 months in 1927 and 1928 with him. Enough said. Pass the fried chicken, Eddie, and continue to stop the passage of anti-labor bills.

A greater thrill comes to no man and his wife than the privilege of taking Cal Provost, L. U. No. 1, and his wife for a partial tour of the city while they were here. He was not a delegate but a guest, all expenses paid by his local union. Cal no doubt is one of the oldest living members of the I.B.E.W., being initiated 1892. How insignificant it makes a punk like me feel with only 27 years' standing in the I.B.E.W.

I had the pleasure of again meeting Roy Tindall of L. U. 45, Hollywood, Calif. There are not many of the Tindells or Tindalls left. He told me of his activities since the Atlantic City Convention. As you know Roy is business agent for the engineers' local and his L. U. has grown from about 200 to over 550 in a little over two years. Keep slugging, Roy, and may I suggest you put an "e" in your name or I will have to put an "a" in mine. Best of luck, Roy, hope you enjoyed the breeze.

And think of a little old cracker boy who was a member of L. U. 349 in 1925, 1926 and 1927, O. F. Thompson, now a member of L. U. 561, Montreal, Canada, telling me they were trying to get a five day week. Say, fellow, you were here in April, 1927 when we in Miami got the first five day week with 14 dollars a day in the U. S. A. Remember George Bowes who was our business agent? I bet you really came to life when that came up.

I'll say to Seattle that we really like you for your criticism of other unions in Miami but we do the best we know how in L. U. No. 349. Maybe you have better material or possibly no wind storms or maybe more intestinal fortitude.

The dance and show given the night after the closing of the convention even surprised the committee and that theme song of L. U. 349, "It's Better With A Union Man," really worried 'em.

Will close for this time in saying for my local union that it was a wonderful feeling to have had YOU ALL here with us. Keep your chin up and your eyes to the South.

R. C. TINDELL, Co-P. S.

Honors the Memory Of John J. Doran

L. U. 439, CAMDEN, N. J.—On July 30th, 1950, a great little man suddenly passed away. The man was John Joseph Doran, business manager of Local Union No. 439 of Camden, New Jersey. He had many, many friends. His death was a great and terrible shock to his family, and also a great shock to Local Union No. 439 and the electrical trade in general.

He put men to work from all over the country—Maine to Florida—New Jersey to California. He was a great friend for labor and will be greatly missed by the International Brotherhood of Electrical Workers and the boys in the electrical trade.

"Johnny" Doran to the old timers, and "Uncle John" to the younger generation, he went out of his way to put as many people to work as possible—both friends and strangers. He may have been a tough little guy at times, but even the ones who didn't agree or approve of him at times, had to admit he had something on the ball. He made mistakes, but who has not?—"To err is human!" He was always ready to go to bat for his boys.

Wednesday night, August 2nd, 1950, before he was laid away, hundreds of people in all walks of life came to take the last view of a great little man and friend who gave his all for labor. "Uncle John" was an American of the Catholic Faith. One of the greatest things that could only happen in America was that a Catholic priest came in to say "the Rosary", and people of all faiths, Protestant, Catholic, and Jew knelt and gave homage to God for the soul of a great little man. This is what makes America! With God's help, let us keep it this way.

WILLIAM BENEVENTO, R. S.

Johnstown, Pa. Local Installs Officers

L. U. 459, JOHNSTOWN, PA.—A cheery "hello" from that Friendly Flood-Free City of Johnstown. It has been quite a while since Local

459 has reported in, but your new scribe will try to keep you posted from here on.

The new officers recently installed for a two year term were: President Meredith Smith; Vice President Earl Beck; Business Manager Marlin Rosbaugh; Assistant Business Manager Charles C. Rolling; Recording Secretary Sanford J. Haney; Treasurer Louis Betterman and Financial Secretary Eugene Baun. Members elected to the Executive Board were A. E. Fisher, F. O'Brien, Roy Schalles, Craig Frye and Forrest H. Allison.

We now have a total membership of 438. You men who have not been attending, don't forget meeting nights are still the first and third Thursdays of each month. Let us see more of you out. Your presence gives your officers more confidence and enables them to do a much better job for you.

M. Rosbaugh and Charles Rolling attended the convention in Miami, Florida and reported they had quite a "stormy" greeting. We will get a formal report next meeting and are promised that it will be very informative.

Sorry to report that Bob Davis of Somerset and Ray Mack of the Vine St. Plant have passed on to a greater reward. Bob had been ill for some time but was apparently recovering when word was received of his death.

Bids have gone out and been filled and the assistant system dispatchers working on their probationary periods are R. Brown of Saxton, R. Boring and K. Johnson of Warren, Paul David of Erie and John Gritzer of Johnstown.

The following members have reported for service with the armed forces: M. Klinrman, P. L. Brady, John Balko, D. S. Launtz, R. L. Patterson, LeRoy Hecker, C. A. Schrierer and Ray L. Howard.

Our annual picnic was held September 2 at Recreation Park near Windber. Approximately 100 members were present. Inclement weather drove us indoors, but the weather had no ill effects on thirst or hunger. Where some of these slim fellows get their capacity, I'll never know.

Fellows, the next few meetings are important, concerning both pensions and further agreements. Better attend and let us have the advantage of your thoughts and opinions.

The Executive Board has disallowed one grievance and has others under advisement.

FORREST H. ALLISON, P. S.

He Meets the Lady Who Handles His Copy

L. U. 505, MOBILE, ALA.—Well, well, well, here another month has gone by and time for another story. So, may I ask you to be patient with

me as I try to put something on paper that you may enjoy reading?

First and foremost, let me tell you about the rare pleasure I enjoyed at the convention in Miami.

You know that there are times in everybody's life when at sometime or other there is someone whom you have had dealings with but have never seen. And as the time goes by the desire strikes you that you would like more than anything else to meet that unseen co-worker or fellow penman or whatever or whomever it may be.

I have been handling this stuff for old 505 for a few years now, and all of a sudden, I had the desire to meet the party who is burdened with the job of carrying out details for our Editor J. Scott Milne, by editing the letters and articles that go into the JOURNAL to make up the "Local Lines" section. I wanted to see and know the party who year after year has to go over the "stuff" that makes up that part of the magazine that most members read. As I sat at my typewriter time after time, pounding out something that I hoped would be interesting, I would stop and look over it and just wonder about the unfortunate one that would have to go over this, make corrections, put it into shape and make it as presentable as possible. The writer will never take the errors of commission and omission as his, never.

Well, this remarkable person I had the pleasure to meet at the convention in Miami. Boys, you will be surprised. Miss Marie Downey, supervisor of the JOURNAL, is all that you would expect and I will say, more. She is indeed a beautiful young lady, full of energy and vitality and really, the JOURNAL is next to her heart. And while I am talking about you, Miss Downey, let me extend to you my most heartfelt congratulations for a job well done, and I hope that the years will but mellow your attitude toward us press secretaries whom I know must at times rile your nerves with such misconstrued letters, and misquoted quotations.

Well, let's stop now, as I could go on and on and on talking about such a lovely lady. Now let's talk about the convention which was a huge success. All the officers were reelected for another term, and I know the progress shown in the past will continue in the future under the able leadership of these men.

It was the largest convention ever held by the I.B.E.W. And it was very ably handled by our genial President, Brother D. W. Tracy. The delegates attending were very close to 2700. The exact attendance was given by Brother Milne, but it has escaped my mind.

I must say that Miami gave up a little of everything it had and ever

At the Annual Fish Fry of Local at Canton, Ohio



These members of Local Union 540 look as though they had their share of enjoyment.

expects to have, even a bit of a hurricane.

As we of old 505 have one once in a while, it was no novelty to us, but the visitors who have never seen one really had a good one to "cut" their teeth on. It was a "humdinger."

I do at this time wish to thank the many boys from over the country and from Canada for their letters of encouragement—they really mean a lot to fellows who take up this press secretary's job.

PERCY E. JOHNSON, P. S.

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Canton Local Holds Annual Fish Fry

L. U. 540, CANTON, OHIO—The annual fish fry and outing of Local 540 was held Saturday, August 19th, at Sweeney's Grove, Sandyville, Ohio. Chairman of the outing was Domenic DeGirolomo and Lee Covan was chief cook.

The affair started at one p.m. and the fish was served at five p.m., at which time 200 were present.

The afternoon was spent playing softball, horseshoes, poker and drinking beer. Everybody in the local had a good time and plans to meet again next year.

DOMENIC DEGIROLOMO,
Picnic Chairman.

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Canadian Wage Award In Arbitrator's Hands

L. U. 561, MONTREAL, QUEBEC, CANADA—Here we are still waiting

for our final wage reward. Our Federal Government has made its appointment of arbitrator, in the person of Mr. Justice R. Kellock, of the Supreme Court of Canada, who has the task of making "compulsory arbitration" between the railways of Canada and our 15 International and two Canadian unions. There has been one sitting so far. In camera, all one can say is that, while we must reserve our opinion, we still can think what may be in store for us, when it is left to a court justice to decide our cause.

During the past month Local 561 has had a social evening with a three-fold purpose, first—the evening was opened with a frank discussion on and for the direct instructions to our delegates to the convention, on the question of pension of our Canadian members. This discussion was very lively as well as instructive.

Secondly—the presentation of twenty-year membership buttons, the following members were presented with same: R. Alexander, H. Dickenson, A. Dion, G. Fyfe, Sr., C. T. Gover, Edward Gray, H. Hay, G. L. Lamarche, Ed. Trembly, W. B. Tucker, A. P. Walker, Charles Schofield, E. Smerchumski, D. S. MacDougall. Each member's name was greeted with a hearty round of applause. Then the successful members who attended this local's diesel-electric course were presented with their certificates. The following members received certificates, who had received marks in the order named: John Sharpley, K. Jones, N. Laporte, Emile Picard, M. Fournier, K. R. Sawyer, W. R. Sawyer, W. K. Redhead, H. Boudreault, John W. Pike, R. St. Pierre, Eugene Mantha,

A. Corbett, F. A. Goddard. Congratulations Brothers.

The twenty-year button presentation was made by our C.N.R. General-Chairman K. Cockburn, and the presentation of certificates was made by our C.P.R. General Chairman S. Jones. There was also a very nice surprise presentation made. Brother R. St. Pierre on behalf of all the members who have attended the local's diesel-electric courses presented Brother W. B. Walsh with a genuine leather portfolio for his untiring efforts in making these diesel-electric courses both interesting and successful. I would like to add the congratulations and thanks of this local too, Bill, for a job well done.

The third purpose, last but not least, was a refreshment and show period, served by the local. The show was very well received as well as the refreshments and while everything was nice for the ones that did attend, I must say Brothers that it is very discouraging for the few members who work so hard to make these undertakings a success, when one sees so few members interested enough to come out and attend, for within the past few years the Entertainment Committee of this local has endeavored to put on a show that you would like. They have given you three different kinds of shows and what was the result? We have charged you, we have made raffles and this last show we gave to you free, yet no go. I am sure that with all the personal responsibility which some members have to take to put on these shows for you, I for one would not be surprised if they refused to undertake the same

responsibility in the future, if you members do not back them up any better.

Our International Convention has come and gone for another two years, and insofar as our pension scheme is concerned, there is not much change, as an attending delegate, it is beyond me to comprehend how the general assembly will vote as long as the "concurs" or "nonconcurs" are coming from certain quarters. All one has to do is look in the Bylaw Committee's report and/or Resolutions Committee's report and you will get just what I mean with 2,647 delegates attending. I would like to say "to whom it may concern," please do not spoil nor overdo a good thing, by taking too much authority. Enough said.

Brothers, again I say to you, please come down to your monthly meeting. This is for your own good, not for mine, because I am always there. One Brother said some time ago, that the reason that he did not come down was because it was always the same ones that did the talking. Well, Brothers, if you did come down then it would not befall the same ones to do the talking. You would get your turn, and I am sure that the ones that are criticized for doing the talking would gladly shut up for a change. So let's see you come down more often.

E. J. O'DOHERTY, P. S.

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Montreal Delegates Back From Miami

L. U. 568, MONTREAL, QUE., CANADA—Our delegates to the I.B.E.W. convention in Miami all got back home safe and sound and they were unanimous in saying that the convention was a success from all angles. So there you are, fellows. Our President for the next four years is a fellow you all should know by now—Brother Dan Tracy.

The main topic at our last regular meeting dealt with our newly formed Social and Welfare Committee, consisting of the following Brothers: Albert Marquis, president; Romeo Ouellette, secretary and Brothers Frank Stacey, Luc Joubert and yours truly.

Undoubtedly most of you have been given a booklet of tickets for the drawing to take place at our next meeting. Do not forget, fellas, to turn in the stubs at least a week before the meeting—you only have one booklet to look after, we have one thousand.

In spite of everything, there are still some of our Brothers who don't know what a Welfare Committee is. I suggest that all those who are still in the dark, attend our general meeting in December and find out a thing

or two. We are only trying to help all our Brothers, including you. The least you could do is to agree with us.

A serious accident befell two of our Brothers last month. Brothers Albert Soucy and Lucien Benoit suffered eye and facial burns resulting from a flash on a high voltage transformer. They were hospitalized for three weeks. Brother Albert Soucy is now back on the job but Brother Benoit is still recuperating at his home.

Your scribe is now the proud owner of a brand new Royal Portable typewriter and with a little bit of good luck, I should be able to meet my payments on it regularly, so that I can continue gossiping in the JOURNAL every month.

Yours truly had the pleasure of assisting at the golden jubilee banquet of the Sheet Metal Workers International Association, Local 116, at the Mount Royal Hotel, along with our President Rene Gauthier; Vice President Romeo Ouellette; Business Manager W. Chartier and Brother Donat LaBonte. We all had our wives along, too. Both our president and vice president had the honor (if you want to call it that) of shaking hands with our Prime Minister of Canada, Rt. Hon. Louis St. Laurent. That may be the reason why they have their right hands in their pockets lately.

By the way, that story on the Fire Fighters in last month's edition was a humdinger. With that kind of reporting and pictorial display, there is no wonder that our JOURNAL is getting merit awards.

This ends up my gossip for this month. If any of you Brothers have any news or pictures of interest to our membership, let's have them. I'll see to it that they be made public. See you all on December 21st at the general meeting.

LOUIS G. THERIAULT, P. S.

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Knowledge Is Freedom, Scribe Points Out

L. U. 595, OAKLAND, CALIF.—This being the quiet period before the return of the delegates to the convention, there is very little to report. So perhaps this would be a good time to digress a bit. I would like to express a few thoughts on a subject that is of much importance to all members to my way of thinking, namely, GOOD UNIONISM.

When we, as individuals, receive the benefits of union wages and conditions, and enjoy the privileges of being a recognized part of a strong organization, we should ask ourselves "What did I do to earn these blessings, what can I do in the way of compensation?"

We should all realize that everything has its price and nothing is free. Therefore, if we receive a benefit or privilege, we become indebted for these things and this debt we must pay. History shows us that man has always had to pay for any privilege. In this day and time you may hear many a speaker promise you things and tell you they are free, that if you support him you need not pay for the privilege he secures for you. But a moment's thought on this will show you you have paid, indeed you have paid such a price, you have sold your birthright to satisfy the debt because you have placed yourself in the power of your benefactor.

Again I say, we must pay for what we receive. Nothing is free except Divine gifts, and in discharging our indebtedness we are obligated to show that we put the benefit to good use, and that we are worthy of receiving future privileges.

We are all subject to the law of compensation. If your union has helped you to secure better wages and conditions, and has bettered your economic condition, then you are obligated to help your union to be strong and able to forge ahead in its activities. You can discharge your obligation best by attending your local union meetings and keeping yourself informed on current problems, studying conditions, and preparing yourself so as to be able to take part in discussions on the floor and to otherwise take an intelligent interest in the operation of your local union.

An often repeated phrase says: "Knowledge is freedom." We would do well to study this carefully. The more a nation of people know, the harder they are to enslave, likewise the more we know about conditions and affairs concerning us, the less likely we are to lose any of our freedoms.

More on this subject later.

I was very pleased to see Brother Fritz Jansson at the meeting on October 13, 1950. He was present to watch his son take the obligation, and become a member of the same local union that he has belonged to for so many years. Brother Jansson is now retired, but is well remembered by all the old timers. May the son endear himself to everyone as his respected father did before him.

WILLIAM O. HURTADO, P. S.

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Richmond Local Holds Annual Family Picnic

L. U. 666, RICHMOND, VA.—I am sending with this letter a picture showing a portion of the nearly 500 people who attended our local's annual family picnic, held late this sum-

Get-Together of Members and Families at Richmond, Virginia



Nearly 500 attended the annual outing of Local Union 666.

mer at one of the local swimming lakes. Following the day of games, amusements and the general "chit-chat," it was reported a good time was had by all. The entertainment committee deserves compliments for a job well done.

As far as working conditions are concerned, we are just about holding our own with practically all of the membership employed at the present time. This is due primarily to the fact that there is an extensive school building program going on in Richmond and vicinity. Also there are several small plants being built. If the material situation does not tighten up, there should be more than enough work after the first of the year.

We record with sorrow the passing of Brothers Tom Griffin, Raymond Ellis and Morris Binns. We extend deepest sympathy to the families of the deceased.

We are pleased to report that Brother Womack is up and about after being hospitalized for several months. And we are sorry to hear that Brother Tommy Sykes is back at McGuire's. Keep plugging fellows, we're behind you!

We have a last-minute report from Brother Grover W. Wiley, business manager, and Brother John F. Owens, recording secretary, who were delegates to the International Convention. They were particularly impressed by the harmonious and agreeable spirit of the convention. Vice President Gordon Freeman was unopposed and unanimously reelected Vice President of the 4th District. The biggest event of the trip, according to Brother Wiley, was the hurricane and big winds. At the height of the storm, the winds were in the

vicinity of 103 m.p.h. He said the winds were so terrific that a steel beam was blown off an upper floor of a hotel under construction on Biscayne Boulevard, falling in a parking lot and crushing seven cars. When the storm was at the peak of its fury, the high winds rocked the hotel so that Brother Owens went down to stay in the lobby, remarking that it was the first time he's been rocked since he was a baby. They said, however, that it was beautiful country and the sights were more beautiful than pictures could tell.

That's all for this time. See you next month.

R. M. ROBERTS, P. S.

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St. Petersburg Gets 6 $\frac{2}{3}$ % Wage Increase

L. U. 682, ST. PETERSBURG, FLA.—As a result of terms of the recently signed working agreement between the company and the six local unions of the International Brotherhood of Electrical Workers representing 727 employees, a 6 $\frac{2}{3}$ percent wage increase for union employees, goes into effect on September 26, J. Shirley Gracy, vice president in charge of personnel, has announced. The raises in pay for the 1,450 company employees will amount to \$335,000 annually.

"During the more than 14 years the I.B.E.W. has represented employees of our company, our relationship with union members has been largely one of harmony and friendly cooperation," said Gracy, who signed the agreement for the company. "There has been no strike or threat of strike during that time. We are happy that the ne-

gotiations this year have been concluded in a satisfactory manner to both the employees and the company."

R. R. Kyle, distribution dispatcher in St. Petersburg, and business manager for the unions, said that union members were "highly pleased that another contract has been completed under the usual friendly atmosphere that has always prevailed between employees and employer."

MARTIN L. OVERTON, P. S.

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Reading Annual Outing Is a Great Success

L. U. 743, READING, PA.—Our annual outing was held on the last Saturday in July. It was a grand and successful affair enjoyed by all members who were present, and guests. The consensus, voiced frequently, was, "such things should happen more often." Our social events are usually few and far between, however our next "shindig" that will be held will be our Winter Frolic, which will be held during the early winter. At that affair the Brothers will be hosts to their wives and sweethearts.

We are hereby notifying several of our L.U. 743 Brothers who have the big game hunters' instinct at heart, that they should get in touch with Brother Pat Gravitt out of L.U. 692 Bay City, Michigan who is working on an invention that will be a boon to the following "Frank Bucks," Charles "Chuck" Rhoads, Harry "Bim" Rhodes, Ray Seltzer, Frank Hittner, Russ Ludwig, Walt Rhoads and others who are subject to "buck fever." Brother Gravitt notifies us through an article in the JOURNAL

Company and Union Negotiating Committees



Pictured above are Company and union negotiating committees which this month met in Petersburg to draw up a working agreement between the company and International Brotherhood of Electrical Workers' Local unions. Seated, L to R, are President C. Gilman; Vice Presidents J. S. Bracy and W. W. Wolff; E. W. Folsom, Valdosta; R. R. Kyle, St. Petersburg, business manager system council; Harold Davis, Turner Plant; and A. A. Moore, international representative for I.B.E.W. Back row, M. F. Bunnell, director of personnel; Vice President W. J. Clapp; H. K. McKean, superintendent of operating construction and maintenance; V. G. Pnueman, St. Petersburg; D. D. Smith, Avon Park Plant; L. F. Woodbury, Inglis; and Roy Heffner, Apopka.

that he has almost perfected an all-purpose compass. The instrument will point directly to the location of your cabin, lodge or car, in the event one should get lost or bewildered. It is also a direction finder for birds and rabbits shot down by the hunter. You are welcome for the above info, boys.

Work is very good in our vicinity. Commercial and industrial installations are numerous. One of the large projects is the Titus steam generating power plant. It is being erected by the Metropolitan Edison Company comprising two 75,000 k.w. General Electric turbine generators. If you would like a change of scenery and our business agent would honor your request to come on, Brother you've got yourself a job.

L.U. 743 is happy to report that a big majority of its members are paid up subscribers to Labors League of Political Education. Without a doubt the L.L.P.E. was a contributing factor in deciding the 1948 election. The result was a favorable Congress that okayed an improved social security pension, raised the minimum wage law, and built more low rent housing. It paid off in 1948, why not repeat? "Get that vote in for labor in Fifty, and labor will be sitting nifty."

The greatest reason for getting labor to vote on November 7th, is the back-breaking Taft-Hartley law. The coming election will indicate the progressive legislation of a liberal Congress. Organized labor must respond personally at the voting booth November 7th. If workers vote, men will

be elected who will repeal the Taft-Hartley law.

I.B.E.W. Brothers, everywhere, tune in on Mr. Frank Edwards who broadcasts nightly, Monday to Friday inclusive. He is sponsored by the A. F. of L. His news is of interest to all members. We of the Brotherhood should listen in on all labor news that is not labor-hating, by a commentator whose news is yours and mine.

JOSEPH J. JARMOSKA, P. S.

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Seek to Perpetuate Tennessee Open Shop

L. U. 760, KNOXVILLE, TENN.—For the benefit of the Brothers of other local unions, as well as those members of 760, who do not receive the *East Tennessee Labor News* I would like to call attention to The Tennessee Business Men's Association. Perhaps they think we are dumb enough not to know whose side we are on, or could be they are themselves just plainly ignorant enough not to realize that they have given away their whole "scheme." The Tennessee Business Men's Association recently sent a form letter to the *East Tennessee Labor News* soliciting funds to help in lobbying for the maintenance of the open shop law. The letter came from the association's Nashville office. In this letter they suggested that the contributions so made would be deductible from in-

come tax if designated as a contribution. They want to "Raise real money to carry out plans." Who are these business men? Why do they desire to preserve the open shop law in Tennessee? How many contract shops that now employ union electricians are members of this business men's association? These are questions that we should ask ourselves and we should find the real answers to these questions and take action concertedly in accordance with what we find to be the truth in this matter. In connection with this I would recall to your memory the letters that I have written to you previously and ask you to consider what I have said in the light of this revelation substantiating many of my generalities. Consider this as a specific instance. Is our money that we contribute to the furtherance of our plans to better the welfare of our Brothers deductible from income tax? Brothers, I am trying to get you to do some serious and deep thinking, so I am apt to bring out from time to time many and devious topics for discussion and meditation. The chief idea behind all of this is the elevation of the physical, mental, moral, and intellectual as well as the spiritual self of each one of us. We must arrive at a common viewpoint, as well as a common goal before we can attain the goal desired.

Of the whole of mankind, only a very few out of every ten thousand has any aspiration beyond the daily needs of the gross animal life. This should not be so, we should be interested in our WHOLE Life, not just a part of it. In this age, as in all past ages, the greater number of men—all except a chosen few—in most of the countries of the world, are born to be mere "beasts of burden," co-laborers with the horse and the ox. Profoundly ignorant, even in "civilized" lands, they think and reason like the animals by the side of which they till. For them, God, soul, spirit, immortality, are mere words with no real understandable meaning. The God of nineteen-twentieths of the Christian World is only Bel, Moloch, Jove, Mithras, or Adonai, under a different name but still worshipped with the old pagan ceremonies and ritualistic formulas. For the most part they only think that they believe in another life, in a judgment and a punishment for sin. Yet they will nonetheless persecute as infidels and atheists those who do not believe what they themselves imagine that they believe, and which yet they themselves do not really believe, because it is incomprehensible to them in their ignorance and want of intellect. To the vast majority of mankind, God is but the reflected image, in infinite space, of the earthly tyrant on his throne, only more powerful, more inscrutable, and more implacable.

Over more than three-fourths of the inhabitable globe, humanity still kneels, like the camels, to take upon itself the burdens to be tamely borne for its tyrants. Everywhere in the world labor is, in some manner, form or shape, the slave of capital; generally, a slave to be fed only so long as his work is profitable to the owner of the human-chattle. That this is true one does not have to look far away at other lands but instead can see that it is true in his own immediate environment. The only difference is the manner in which they go about enslaving us. We are none the less the slaves of those who control our education, both spiritual and material. Who are these? I have tried in previous letters to expose this by generalizations. Stop and think! Read again, the first part of this letter! Look closely and then ask yourself who are the people who compose such organizations as that, and also think about the AMA, the NAM, and others of similar breed.

Commercial greed deadens the the nerves of sympathy of nations, and selfish personal greed has the same effect in individuals. This makes them deaf to the demands of honor, and the impulses of generosity. The universal pursuit of wealth dethrones God and pays divine honors to Mammon and Beelzebub. Then selfishness rules supreme; to win wealth becomes the whole business of life; but is this acquisition of wealth the real goal?

CLARENCE T. CREEKMORE, P. S.

Complete Big Addition To South Dakota Plant

L. U. 975, BISMARCK, N. D.—Enclosed you will find a picture and write up of local Union 975, of Bismarck, North Dakota, inside wiremen. This picture was taken by the *Mobridge Tribune*, and has been run in the *Bismarck Tribune*, and upon completion of the job at Mobridge, will run in the Mobridge paper. We feel it is good material for the *ELECTRICAL WORKERS' JOURNAL*.

This is the fifth job of this nature these men have been together on. This is the second job done for Ted Vawter, manager and owner of the Electric Engineering and Construction Service, of Denver, Colorado. All men in the picture with the exception of three are members of Local Union 975, of Bismarck.

Following is a description of the job:

Bismarck-Tribune—July 28, 1950
MONTANA-DAKOTA ADDITION
TO GIVE BOOST TO SERVICE

Special to The Tribune

MINNEAPOLIS—The 8,500-kilowatt addition to the power plant of

Work on Mobridge Power Plant



These men, now working on the 8,500 kilowatt addition to the Montana Dakota Utilities company's Mobridge, S. D., power plant, are described by Cecil Ackley, Bismarck, business manager of local I.B.E.W. union No. 975, as "the kind of crew everyone dreams of managing." Left to right, front row, they are: General Foreman Pete Fitzhugh, Ackley, Jud Harris, general superintendent, Stern-Rogers Co., Denver, contractors. Second Row, John Wolf, Pueblo, Colo.; Jeff La Branche, Bismarck; Douglas Ackley, Bismarck; Leo Nelson, Bismarck. Back row: John Berg, foreman, Jamestown; Zeth Saunders, Stanton; Bernard Benson, Mandan; Clarence Torgeson, Bismarck; Bernard Rubel, Bismarck; Joe Brown, Mandan and Clarence Anderson, Ryder. Ted Vawter, owner manager of Electric Engineering and Construction Co., Denver, subcontractor on the job.

Montana-Dakota Utilities Co. at Mobridge, S. D., now nearing completion is a part of the postwar expansion program of the company and will be a major factor in improving electric service to Mobridge and its surrounding territory and in providing adequate facilities for future load growth, H. L. Pearson, assistant Montana Dakota vice president said Thursday.

The new plant, which includes an 8,500-kilowatt steam turbine and two boilers, each capable of producing 50,000 pounds of steam an hour continuously, together with auxiliary equipment, coal handling equipment and a complete water supply system and treating plant, was designed and constructed for Montana-Dakota by Stearns-Roger Manufacturing Co. of Denver, Colorado. It is expected to be in operation early in November.

This plant, together with a similar installation completed last year as an addition to the Montana-Dakota Utilities Co.'s plant at Beulah, for Dakotas Electric Cooperative, Inc., is a part of the cooperative arrangement between the U. S. Bureau of Reclamation, the REA and Montana-Dakota, whereby the facilities of the three parties are "pooled" to supply

low cost electric power throughout the territory, Pearson said.

This program also includes the construction, now nearing completion, of over 200 miles of 69,000 volt transmission line between Beulah, and Ellendale, together with substations at Beulah, Bismarck, Linton, Wishek, Ashley and Ellendale. This line and the substations are being constructed with funds supplied by and under the agreement with Dakotas Electric Cooperative, Inc., and will be operated by Montana-Dakota Utilities Co.

The new plant at Mobridge, together with the other facilities described above and the existing plants and transmission lines of the company, will provide a dependable source of power throughout the company's service area, including a large number of REA cooperatives and other customers of the Bureau of Reclamation pending completion of the Bureau's hydro plants at Garrison, and Ft. Randall, S. D.

Upon completion of these government hydro plants, the company's facilities will provide the necessary stand-by to assure a supply of firm power throughout the territory served by Montana-Dakota, Pearson stated.

We are out here slugging, and in-

Baton Rouge's League Champions



Some of the members of the softball team of L. U. 995, Baton Rouge, La., which won the Southern Softball League championship. Shown are C. H. Sims, business agent (back row, center), and, in front front, holding the trophy, Miss Jean Bourg of the State Federation and Miss Tiny Allain, office clerk.

tend to keep hard at it. This group of men are the type that if told to fish in a dry ravine, they would try just that. This is the type of men that are selling union labor here in the Dakotas.

CECIL D. ACKLEY, B. M.

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Baton Rouge Fields Fine Softball Team

L. B. E. W. 995, BATON ROUGE, LA.—L. U. No. 995 is justly proud of the fine softball team it fielded during the past season. It began the season with a total of 17 players and was lucky enough to retain the same men throughout the entire season. "Soupy" Ford had to take time out for an operation during mid-season play, but was back in the line-up for the regional play-off games. With good play, excellent team spirit, and good support, the team finished the regular season out in front locally, and went on to win the Southern Softball League play-offs and are now the proud possessors of the league trophy. Not content with regularly scheduled league games, our team scheduled games with out of conference teams and was successful in defeating them all. One such team that proved "tough to take" was one fielded by the Leper Colony at Carville, La. Those boys could play ball.

With delight, there is sometimes found remorse—ours came with the electrocution of one of our season-

long team players, "Penn" Gonzales shortly after the completion of post-season play. "Penn" was a lineman, and met his death while on duty. Team manager for the past season has been Sam Romeo, assistant manager, was Cecil Coor, field captains were Tickie Saia and Junior Crawford, players were "Soupy" Ford, Gene Hernandez, Clyde Hoover, Clifford Barrick, Alton Richard, Vernon Newman, Penn Gonzales, Junior Crawford, Stanley Heine, Gene Mayeux, Ellis Songy, Bo Courtney, Rudy Parrino, Conley Braud and Red Black, and the bat-boy was Russell Saia.

Work has been extremely slow in the Baton Rouge area for the past several months, but through the tireless efforts of our business agent in securing temporary jobs, together with unemployment compensation, our "benched" members haven't been doing too badly. Let us hope that the existing situation will clear somewhat in the near future.

R. J. MUNCH, P. S.

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Steady Progress Made By New York Local

L. U. 1255, W. NYACK, N. Y.—We finally made the grade! This is the first of many articles to come.

It is a little early for the ground hog, but L. U. 1255 has finally come up out of the ground. It is the spring in our union life and we are trying

to take advantage of it. For the past three years, step by step, contract by contract, we have progressed and now are an example for many other locals in our area.

Among some of the activities that are on our agenda to promote good and welfare in our Local was a barbecue, which was held September 17th at Leins Grove, Old Tappan, N. J. The committee, which consisted of Bill Reilly, Arnold Smith, Vincent Colarelli, John Chambrovich, George Monahan and George Dezaggo should be complimented on the fine way in which they planned things to make a very enjoyable time for everyone. They displayed the thoughtfulness and cooperation that goes to make a perfect brotherhood. There were contests for the men and women and the children were not forgotten either with many good prizes for all the winners. Songs by Danny Mack and Chuck Collins of the Local Union and Muriel Newell, with guitar by Giles Purvis, all helped to make the day complete. The door prize was won by Walter Barnes.

President Farrel wishes to take this opportunity to publically thank everyone for their fine spirit in supporting our first annual outing. Everyone said that they had so much good food and enjoyed themselves so much, that they can't wait until next year to have another.

Keep your eye open for L. U. 1255, for it is our sincere wish to get some interesting news into the JOURNAL each month.

LLOYD F. GARDNER, P. S.

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Add New Members at Coast Guard Yard

L. U. 1383, BALTIMORE, MD.—For the benefit of the Brothers who liked my report in the November issue of our JOURNAL and also for those who did not like same, I shall write this in the hope of satisfying everyone, though I know it is not an easy task. Nevertheless, news is news, whether it's read from the newspapers or heard on the radio. So here is news from the Coast Guard Yard, which is still in Curtis Bay and going along the pace as usual. Glad to continue my progress report, and I know that everyone expects the boom to go into the year 1951. A sure sign of progress was noted by our drive, which was held recently, for members from the Yard. We shall obligate quite a large number of candidates at our next regular meeting.

Brother Robert L. Walter, our recording secretary and delegate to the 24th convention in Miami, Florida, returned safe and tired and reported that everything went along fine during the week. Your scribe asked Bob about the hurricane and he replied,

"Hurricane? What hurricane?" Gosh, seems like the newspapers played it up big. Oh, well, that's what I mean by news.

Local Union 1383's officers and members asked yours truly to take this opportunity to thank the officers, committee men and members of Local Union 349 and Local Union 1346, who were the hosts to the convention. You have all done a magnificent job. Also, we go on record congratulating all the I. O. officers who were re-elected for another term. Congratulations also are extended to Brother Carl Scholtz upon his reelection to the Executive Council. With Thanksgiving at hand, we shall thank God we have men like them in the offices of our great organization. Amen.

Our *Here, There and Everywhere Department: Here.* The Yard expects to be put on a Post Security situation by the Coast Guard Commandant. If so, we will not be permitted to write about ship activities or movements of military personnel. *There.* In my travels on the trainways, I met Brother Simons, who wishes to be remembered to his friends, as do my co-workers on the present job, Brothers Kelly, Cook and Fred Porter of Local Union 107, Grand Rapids, Michigan, and W. B. Harrison. Brothers, how about that Mr. Earl Sells?

And now a very Merry Christmas to all of you from Local Union 1383, and myself.

REUBEN SEARS, P. S.

Seek Facilities For Care of Injured

L. U. 1514, HANSON, MASS.—For several months the business manager and the stewards of the various departments of Wheeler's have been meeting every two weeks, during working hours, with management, and discussing various problems in order to have a better understanding. We are all hoping that this will improve relations between labor and management. It seems to us that most of the friction which may occur in any business is mainly the result of misunderstandings, as it is when people speak different languages.

Recently we have felt the need of different arrangements to take care of sick or injured persons. Two of our girls, Marion Hovey and Effie Towne became ill during work hours and while waiting for the doctor to arrive they were kept on the stretcher in the work area, which caused several workers to be idle as well as making it inconvenient for both patient and doctor when he did arrive. The cost of equipping a first aid room would be less, we believe, than the loss of production in such cases.

We have admired the decorative covers of our JOURNAL, for the last

Wiremold President Addressing Luncheon



An article in last month's Journal told of the 50th anniversary luncheon for D. Hayes Murphy, president of the Wiremold Company, Hartford, Conn., who is shown speaking here. Others, seated from left, are: Gebhart Schach, chairman of the Wiremold Foremen's Club; Edmond G. Goulet, vice president of Local Union 1040; Louis S. Zahronsky, company treasurer; Charles E. Rutherford, manager of the textiles division; Mrs. D. Hayes Murphy; Walter J. Kenefick, International Representative of the I.B.E.W.; William D. Ball, company secretary; Morris Johnson, Business Manager of Local Union 1040.

several months. They say you can't judge a book by its cover but sometimes no one is tempted to look between the covers of a magazine that has an unattractive cover.

The poem for the month of November, "America for Me," was well worth saving.

Work seems to be at a very high speed and of late we have been working Saturdays.

In spite of the extra steps we must take to reach the parking area, the new grading and loaming is a great improvement to the appearance of our plant. We suggest that the rear acreage be filled and graded so that during our rest periods we can play a few holes of golf. Too bad if we should get logy and fat from lack of exercise.

Thanksgiving is fast approaching and we without much thinking, can find plenty that we should be thankful for, and when dark days make us forget our blessings it would be well to remember, that the sun never leaves us; clouds may hide it from us but it is always there, and sometimes we lose it by walking in the shade.

VERDA M. LANE, P. S.

Rail Local Extends Yule Greetings

L. U. 1631, HARMON-ON-HUDSON, N. Y.—This being our first contribution to a Christmas number of the JOURNAL, the members of the local

union wish the season's greetings to all our Brothers in the I.B.E.W. and to the Brothers of System Council No. 7.

The officers and members of Local Union 1631 especially wish Christmas greetings and a very happy new year to the following members who are now in the armed forces: Brothers Patrick Brophy, Army; Wm. (Wild Bill) Wyatt, Navy; George Goss, Navy; Steve Weyant, Navy; Joseph Talerico, Army and John Turco, Navy and all other Brothers who may be inducted after this article was written.

This local union is very proud of its members mentioned above and we all hope that these Brothers will be back on the job in the very near future. May God protect them all.

This local union intends to give a dinner dance some time in March, 1951, in celebration of its first anniversary as a local union. We ask the support of our fellow locals affiliated with System Council No. 7 and all other locals in our International to help us make this a grand success.

Your writer has been appointed by our President, A. D. Ciano, as general chairman of this forthcoming affair and any local wishing to give us a boost in the shape of an ad it would be greatly appreciated.

Remember, Brothers, the Christmas spirit.—It is more blessed to give than to receive—but we are very willing to be on the receptive end at this time.

DAVID H. VAN HOUTEN, P. S.

LOCAL UNION OFFICIAL RECEIPTS

June 25, 1950, to September 26, 1950, Inclusive

I. O.—		L. U.—		L. U.—		L. U.—		L. U.—		L. U.—		L. U.—		L. U.—		L. U.—								
1—	16485	10500	11—	(Cont.)		31—	13013	13057	82—	150886	150892	124—	(Cont.)		147—	(Cont.)	156—	(Cont.)						
BA	19923	16986	B	734097			47489	47503		329871	330900		857581	857586		32292	BA	523557	523567					
26884	26701		B	931063			53071	53080		860730	860900		858081	858750		113021	BA	523551	524580					
27966	27982		B	985853	985864		78580	78750	84—	11107	300110		861586	861588		BA	561081	561124	BA	525043	525250			
45977	46050		B	987721	987743		80271	80291		1N	4547N		B	920751	920790	148—	1742	1807	BA	508501	508728			
48048	48104		B	989877	989880		81185	81730		1N	3101N		175—	BA	9430	9441		BA	33270	33283	197—	307204	307205	
150001	150010		B	998108	998250		81994	82119		B	9609	9618		113718	113808		BA	33286	33288		527851	527853		
151501	151520		B	230186	230250		102794	102932		B	97584	97600		117812	117840		BA	33290	33300		860051	860060		
BA	175817	176144		119880	119908		119101	119108		BA	11004	700320		113003	113006		BA	33308	33306		510705	510717		
BA	177090	177550		140900	140930		112871	112900		B	971511	971750	126—	504739	504750	199—	B	85533	85540		510705	510717		
211201	211330		B	210330	210750		144882	144960		B	987446	988230		842251	842680		BA	33329	33330	200—	40975	40975		
BA	314103	314214		208501	208592		145222	145308		B	145708	145750	127—	454664	454700		BA	33331	33330		100013	100020		
551743	552000		B	400022	400023		145708	145750		B	341151	341238	128—	280N	530N		BA	33344	33342	202—	99911	100500		
552965	552750		B	430001	434500		341151	341238		B	210391	210475		217404	217400		BA	33345	33345		244501	244520		
BA	655501	656050		43922	44025		627422	627393		B	703237	703240	130—	161124	161171		BA	33348	33345		290061	290210		
712302	712500		B	442705	442707		628284	628284		B	972081	973000		307449	307500		BA	33347	33344		507505	507750		
864751	865300		BA	495150	495411		BA	640501	640796		B	113383		307720	308250		BA	33341	33341		508001	508003		
865520	866015		B	606241	607500		BA	641251	641370		B	140012	140022	814501	814584		BA	33346	33346		508001	508003		
88501	88700		B	871583	872000		BA	690005	690750		B	242155	242154	951001	952451		BA	33349	33345		508001	508003		
105822	106300		B	903001	904055		915079	915108		B	16856	16903	131—	952501	952807		BA	33347	33348		508001	508003		
BA	381672	381152		63078	63200		919501	919500	88—	303930	303932	132—	772922	773148		BA	33340	33340		508001	508003			
637301	637500		BA	479721	480000	52—	922501	922501		B	600732	600730		1566	1568		BA	33343	33343	203—	960155	960203		
637899	638000		BA	479721	480000		34351	34419		B	737017	737092		BA	2182		BA	33343	33343	204—	960155	960203		
888751	890115		BA	481501	481750		34351	34419		B	352081	352150		BA	8801	9434		BA	33343	33343		960155	960203	
A	312861	324043		BA	482251	482505		781286	782000	93—	981975	982005		BA	11145	11238		BA	33343	33343		960155	960203	
OA	61081	62000		B	745745	746000		102211	102220	95—	209201	209205		BA	21424	21028		BA	33343	33343		960155	960203	
OA	62945	63000		B	745745	746000		102211	102220		B	400572	400750		BA	33343	33343		BA	33343	33343		960155	960203
OA	63089	63137		B	745745	746000		102211	102220		B	800251	800318		BA	33343	33343		BA	33343	33343		960155	960203
OA	63401	63503		B	745745	746000		102211	102220		B	4701	5595	133—	BA	33343	33343		BA	33343	33343		960155	960203
XC	86364	86382		B	745745	746000		102211	102220		B	75025	75750		BA	33343	33343		BA	33343	33343		960155	960203
XC	86364	86382		B	745745	746000		102211	102220		B	75025	75750	134—	BA	33343	33343		BA	33343	33343		960155	960203
XC	86364	86382		B	745745	746000		102211	102220		B	75025	75750		BA	33343	33343		BA	33343	33343		960155	960203
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XC	86364	86382		B	745745	746000		102211	102220		B	75025	75750		BA	33343	33343		BA	33343	33343		960155	960203
XC	86364	86382		B	745745	746000		102211	102220		B	75025	75750		BA	33343	33343		BA	33343	33343		960155	960203
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XC	86364	86382		B	745745	746000		102211	102220		B	75025	75750		BA	33343	33343		BA	33343	33343		960155	960203
XC	86364	86382		B	745745	746000		102211	102220		B	75025	75750		BA	33343	33343		BA	33343</				

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L. U.	L. U.	L. U.	L. U.	L. U.	L. U.	L. U.	L. U.	L. U.	L. U.
591—B 426996 427017	635—B 617047 617089	683—(Cont.)	730—319954 319999	778—597992 598212	821—3612 3613	871—61820 61862			
810231 810290	155391 155473	348917 348974	350001 350115	516511 516607	316810 316811	70706 70722			
809711 809800	355291 355395	315285 315350	328565 328588	998156 998356	297283 297285	821404 821800			
955137 955139	8449 8449	530251 530462	296245 296246	191707 191708	307257 307307	51625 51625			
592—662791 662854	138001 138174	530851 531150	211102 211348	994248 994440	11407 11407	476029 476801			
593—43340 43343	245371 246000	85464 85500	213005 213616	68564 68584	824—	703670 703777			
572840 572926	340472 340472	956251 956251	258608 258671	BA 82212 82212	BA 27303 27303	116991 116990			
72255 72256	9825372 9825372	9825372 9825372	475982 475926	BA 303505 303579	BA 311799 311810	423617 423650			
B 108475 108475	736291 736291	862542 862542	770967 770914	BA 683440 683498	BA 323440 323480				
276968 276969	351435 351435	633061 633074	998959 999044	BA 498212 498283	BA 446730 446732				
278511 279000	810053 810053	950820 950878	32151 32179	BA 74518 74518	BA 449451 449454				
279191 280060	BA 71136 71136	212575 212600	104325 104330	BA 121382 121414	BA 11935 11935				
280301 280990	BA 101058 101100	559446 559456	BA 700641 701687	BA 700119 700119	BA 19842 19901				
281328 281368	BA 157301 157306	674017 674048	BA 833272 833275	BA 357940 358073	BA 74430 74431				
596—51 59	835855 836497	287908 288000	BA 40905 40953	BA 365552 365600	BA 780293 780324				
597—B 16004 16021	BA 63925 63925	BA 456962 456963	746155 746156	BA 604080 604101	BA 725878 725880				
927964 928048	BA 244033 244145	829501 829737	301180 301183	BA 764301 764314	BA 955110 955148				
598—724391 724431	BA 454843 454904	857511 857511	BA 327502 327503	BA 88871 88900	BA 956645 957463				
599—37106 37106	BA 244033 244145	128001 128185	713117 713117	BA 154501 154520	BA 96491 96493				
BA 352210 352254	454843 454904	307108 307108	BA 984183 984183	BA 154501 154520	BA 5478 5489				
738694 738694	51033 51706	491246 491250	739—11559 11559	BA 904995 905000	BA 283041 283050				
900267 900369	198474 198570	762811 762811	118501 118578	BA 176173 176173	BA 310024 310083				
13533 13542	249998 250004	BA 130707 130737	106560 106561	BA 903554 903744	BA 650251 650547				
294901 294900	528997 529000	BA 306305 306305	103200 103201	BA 834835 835003	BA 114016 114016				
941133 941250	930251 930251	335353 335353	BA 406331 406374	BA 297091 297092	BA 356516 356536				
46501 46507	348412 348435	339020 339020	102373 102393	BA 780510 780547	BA 780510 780547				
224103 224147	972070 972070	680643 680690	82713 82781	BA 5295 5295	BA 111336 111337				
BA 569751 569900	BA 531085 531085	BA 904086 904087	744—BA 167001 167116	BA 352017 352046	BA 764591 764594				
BA 727758 727759	402426 402426	880691 880613	BA 338189 338240	BA 625501 625581	BA 518475 518094				
BA 71848 718500	BA 160161 160394	135910 135910	BA 861183 861297	BA 176421 176421	BA 176421 176421				
BA 978084 978500	BA 33284 333003	922190 922340	BA 156647 156656	BA 844528 844534	BA 872319 872380				
BA 350500 350129	BA 350819 350840	BA 353535 353535	BA 376634 376634	BA 350530 350500	BA 63405 63500				
BA 10077 10713	BA 20251 20350	723554 723750	BA 167001 167116	BA 45251 45256	BA 151501 151500				
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IN MEMORIAM

Prayer for Our Deceased Brothers

Dear Lord, once again we enter the joyous season when all men of Christian faith celebrate Thy birth. And we are filled with joy O God, in the comforting thought, that so great was Thy love for us that Thou left Thy home in heaven and were born in poverty in the humble stable in Bethlehem. And angels sang and shepherds adored and Wise Men worshipped the King of all, made Flesh to save us all. Thy birthday is a joyous time O Lord, and yet for many of us it is tinged with sadness because of the loss of these our Brothers listed here.

Lord, be good to them. Thou, Who so loved men that Thou were born of woman and died to save them, save these our Brothers and take them home with Thee. Let them know the supreme peace and joy of Christmas in Thy presence.

Comfort their loved ones left O Lord, and brighten their Christmas a little with the consolation and peace that only Thou canst bestow.

And remember us too, dear Jesus, and send us Thy help and Thy strength. We are weak O Lord, and need Thy love and care. Guide us and guard us and make us to live and love in the spirit Thou taught and Thy angels heralded on that night so many centuries ago when Thou were born in Bethlehem, "Peace on Earth, Good Will Toward Men!"

Amen

Frank Brown, L. U. No. 1

Born September 5, 1890
Initiated December 10, 1945
Died October 14, 1950

E. H. Hiltenbrandt, L. U. No. 1

Born May 6, 1895
Initiated March 7, 1941
Died October 17, 1950

C. A. Sallman, L. U. No. 1

Born April 4, 1894
Initiated May 3, 1922
Died September 19, 1950

Robert McGann, L. U. No. 9

Born September 3, 1889
Reinitiated September 23, 1924
Died July 10, 1950

Granvel C. Colvin, L. U. No. 11

Born December 27, 1912
Reinitiated September 2, 1947
Died September 27, 1950

John P. Allison, L. U. No. 17

Born July 31, 1886
Initiated October 28, 1916
Died September 27, 1950

Frank L. Wegener, L. U. No. 18

Born October 20, 1900
Initiated April 1, 1945
Died September 17, 1950

F. C. Callender, L. U. No. 66

Born March 5, 1886
Initiated July 28, 1911
Died August 28, 1950

W. J. Dyson, L. U. No. 348

Born 1865
Initiated May 21, 1909
Died September 27, 1950

Robert Owen, L. U. No. 348

Born February 14, 1888
Reinitiated June 27, 1945
Died September 18, 1950

A. E. Palfrey, L. U. No. 348

Born September 24, 1897
Reinitiated June 9, 1948
Died August 16, 1950

John A. DeBaecke, L. U. No. 349

Born June 24, 1904
Initiated February 17, 1940
Died September 26, 1950

J. K. Brightwell, L. U. No. 637

Born May 17, 1892
Reinitiated September 15, 1933
Died September 14, 1950

Thomas Grover, L. U. No. 880

Born October 20, 1880
Reinitiated October 16, 1942
Died September 6, 1950

Andrew Majoros, L. U. No. 1130

Initiated February 6, 1938
Died September 14, 1950

Otis Mikell, L. U. No. 1205

Born September 28, 1906
Initiated December 20, 1940
Died September 1, 1950

David C. Flood, L. U. No. 1245

Born February 23, 1899
Initiated April 1, 1942
Died September, 1950

Benedict Gross, L. U. No. 1320

Born January 4, 1903
Initiated July 2, 1942
Died October 1, 1950

Andrew F. Pringle, L. U. No. 1469

Born October 25, 1932
Initiated June 16, 1950
Died October 7, 1950

Void	Void	Void	Void	Previously Listed	Previously Listed	Previously Listed
1492-B 860269 860272-860274 B 921804 921809 921871 921875 921924 921948 1493-B 347050 1496-B 18409 B 371449 1497-B 27739 B 851146 851171 851207 851312 851327 1499-BA581134 1504-BA 1538 2458 4678 7008 27268 280988 29108 31108 33718 34058 34088 34118 34448 34908 35098 36308 36088 37168 37788 39918 40038 40098 41118 42538 43618 44138 1505- B4675M B4140M 5496M 5810M 5912M 5940M 5997M B 6045M 6221M 6223M 6231M 6288M 6289M 6334M 6357M 6361M 6363M 6448M 6547M 6594M 6599M 6610M 6609M	1505-(Cont.) 6690M 6694M 6715M 6718M 6720M 6852M 6885M 6891M 6925M 6927M 6929M 6938M 6946M 6949M 6954M B 7017M 7019M 7026M 7077M 7121M 7133M 7157M 7162M 7174M 7337M 7339M 7413M B 8032M 8034M 1508-BA372537 1515- BA 22234-22240 BA 26782-267830 1516-175865 434608 434710 1520-114861-114862 BA 720041 720269 781093 1522-BA12476 BA 14335-14354 14356 BA 358927 358929 358936 1526-BA78623 1530- BA335088 335118 339653 1533-485083 485085 485018 485028 485630 485647 485655 485699	1533-(Cont.) 485682 485684 485726 809999 1541-341441 1543-B 601880 1549-BA 735302 1550- BA 461271 462150 462246 1556-698415 1557-B 581430 1559-B 753330 1560-B 163100 1562-B 41319 1565-310300-310307 310413 1568- BA 408752 408764 408768 408772 408776 408778 408780 408784 425508 425541 1575-71669 1582- BA 687323 687336 687457 687461 687472 687699 215698 1583-223921-223922 1601-BA755300 1609- BA 431439 431440 1617-BA 657098 1622-354357 1623-BA 785405 1627-488038 BA 687851 687869 687935 687969	1629-213913 502680 502902 1637-BA 614636 1645- BA 51052-51056 1646- BA 177811-177812 177814-177822 1647- BA 178420 239441 239457 239464 239470 1648- BA 178101-178200 240306 302605 BA 90315 1657-BA 90315 1659-659377 702828 223-80716 900024 BA 147380 147485 108406 168732 408739 408740 812491 812495 812748 236-268994 295-803-804 315-803X 920Y 8 2152B 2202B 325-132329 326-BA 37Y 35Z 341-242332 381-BA1195WC 387-320574 390-270324 270310 908043 908072 909022 909162 909172 909209 909258 948098	175-408398 408429 408433 408435 408437 408441 408445 408449 408456 408473 408504 408559 408560 408564 408567 408573 408576 408578 408579 408581 408616 408626 731592 731612 408714 408737 408738 196-659377 702828 223-80716 900024 BA 147380 147485 108406 168732 408739 408740 812491 812495 812748 236-268994 295-803-804 315-803X 920Y 8 2152B 2202B 325-132329 326-BA 37Y 35Z 341-242332 381-BA1195WC 387-320574 390-270324 270310 908043 908072 909022 909162 909172 909209 909258 948098	460-260854 260906 462-712850 479-2594 2596 BA 216005 BA 262752 1141-543798 1152-B 428522 428524 1207-B 779116-77920 1222-582403 582405 1242-BA 467534 1274-B 41 1288-134111 1300-723808 1314- B061455 B 91582 1353-B 720074-720080 788088 381753 515254 950578 1376-788088 1392-381753 515254 1397-BA 113006 BA 562006 721231 1464-284774 1465-B 1854C 11303C 1478-439544 439553 439565 26122 1550-B 162616 1556-B 192918-192919 192918-192919 1579-396555 1639-BA 659502 1645-BA 51033	1127-(Cont.) BA 208010C BA 216005 BA 262752 1141-543798 1152-B 428522 428524 1207-B 779116-77920 1222-582403 582405 1242-BA 467534 1274-B 41 1288-134111 1300-723808 1314- B061455 B 91582 1353-B 720074-720080 788088 381753 515254 950578 1376-788088 1392-381753 515254 1397-BA 113006 BA 562006 721231 1464-284774 1465-B 1854C 11303C 1478-439544 439553 439565 26122 1550-B 162616 1556-B 192918-192919 192918-192919 1579-396555 1639-BA 659502 1645-BA 51033

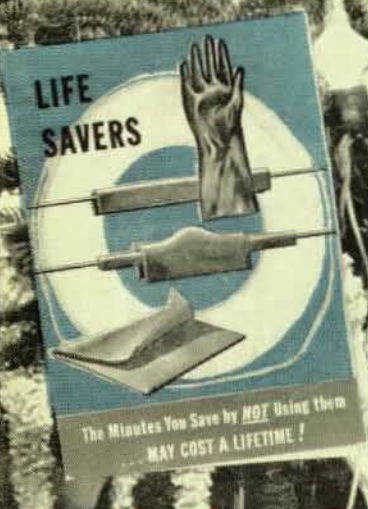
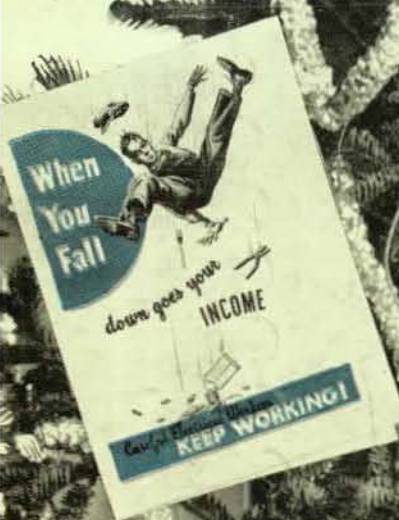
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Safety



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